MINUTES OF CAMBRIDGE SCHOOL COMMITTEE
CAMBRIDGE, MASSACHUSETTS

JANUARY 3, 1966–DECEMBER 27, 1967

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SCHOOL COMMITTEE
(Official Report)

Monday, January 3, 1966

First Regular Meeting:

Called in accordance with Chap. 43, Sec. 32 of the general laws for the purpose of organization.

Members present: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons.

The City Council having failed to elect a Mayor, the secretary called the meeting to order.

Rev. James E. Whittier, assistant at the Sacred Heart Church, East Cambridge, offered the Invocation.

City Clerk Thomas M. McNamara administered the oath of office to the elected School Committee members: Mrs. Barbara Ackermann, Mr. Francis H. Duehay, Mr. James F. Fitzgerald, Mr. Edward M. McMahon, Mr. George F. Olesen, Jr., and Mr. Gustave M. Solomons.

On motion by Mr. Solomons it was unanimously voted that Committeeman James F. Fitzgerald be elected temporary chairman.

Question came on the election of a Vice-Chairman.

On motion by Mr. McMahon, seconded by Mr. Duehay it was voted that the matter of the election of a Vice-Chairman be held in abeyance until the City Council has elected a Mayor.

On a point of information by Mr. Olesen as to whether the committee could legally adopt rules prior to the election of a vice-chairman as required by Chap. 43, sec. 32 the chairman answered in the affirmative.

Mr. Duehay moved that the rules governing the School Committee for the term 1964-1965 as amended, be adopted as the rules of the School Committee for the term 1966-1967. A motion to amend by adding "there shall be a sub-committee on Athletics", presented by Mr. Olesen, failed of adoption on the following roll-call: Mr. Olesen voting "Yea"; Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon and Mr. Solomons voting "Nay". A motion by Mr. Olesen to amend by striking out, in Sec. 17, Chap. VIII, the words "unless otherwise approved by the Superintendent" failed of adoption on the following roll-call: Mr. Olesen voting "Yea"; Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon and Mr. Solomons voting "Nay". A motion for the previous question having prevailed, the chairman ordered the main motion. It was then voted to adopt Mr. Duehay's motion that the rules governing the School Committee for the term 1964-1965 as amended be adopted as the rules of the School Committee for the term 1966-1967.

Benediction was offered by Rev. Alvin Graham, Pastor of the Rush A.M.E. Zion Church.

On motion by Mr. Solomons it was voted to adjourn;

ADJOURNED.

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(Official Report)

Tuesday, January 4, 1966

Regular Meeting:

Members present: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon and Mr. Solomons.

Temporary Chairman Mr. Fitzgerald in the chair.

On motion by Mr. Duehay it was voted to place on file a communication from Committeeman George F. Olesen, Jr., stating that in his opinion any action of the School Committee other than the election of a vice-chairman at this time, cannot be performed legally.

On motion by Mr. Duehay it was voted on the following roll-call that Frederick J. Stacey, 182 Lakeview Ave., Cambridge, being the first name on the certified civil service list to have expressed his willingness to accept appointment, be appointed junior building custodian at a salary of $95.03 per week: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, and Mr. Solomons voting "Yea"; Mr. Olesen "Absent".

On motion by Mr. McMahon it was voted on the following roll-call that the appointment of the persons named below to the positions indicated be and the same hereby are ratified: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon and Mr. Solomons voting "Yea"; Mr. Olesen "Absent":

Alice R. Broderick, part-time junior clerk typist
Dolores M. Gaudet, part-time junior clerk-typist
Leona M. Souza, cafeteria helper
James G. DeLeo, junior building custodian
Margaret Griffin, provisional matron
Evelyn B. Connor, junior clerk-typist
Edward Partridge, junior building custodian

SUPERINTENDENT OF SCHOOLS
(Reports and Recommendations)

The Superintendent informed the committee that the Board of Examiners will accept applications from candidates for all teaching positions from those who have taken the National Teacher Examinations, both Common and appropriate Optional and that applications and all credentials must be filed on, or before January 31, 1966 with the Board of Examiners.

The Superintendent presented the members with copies of a report of an audit of the school lunch program in the Cambridge public schools, and on motion by Mr. Solomons it was voted to place the report on file.

The Superintendent presented each member with a copy of a tentative budget and on motion by Mr. Duehay it was voted that the budget be placed on the table.

On motion by Mrs. Ackermann it was voted to adopt the Superintendent's recommendation that the Cambridge Civic Unity Committee be granted permission to conduct a Poster Contest in the public schools of Cambridge from January 3 to February 1, 1966, participation by the students to be on a voluntary basis.

On motion by Mr. McMahon it was voted on the following roll-call that the Superintendent of Schools be authorized to represent the City of Cambridge at the annual convention of the American Association of School Administrators to be held at Atlantic City, New Jersey on February 12 to 16, 1966; and, further, that a sum of $200.00 be appropriated and included in the 1966 budget: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon and Mr. Solomons voting "Yea"; Mr. Olesen "Absent".

NEW BUSINESS

Mr. McMahon moved that the names of all the members of the School Committee appear on all diplomas awarded to public school students at the various graduations in June 1966. On motion by Mr. Solomons it was voted that the motion be placed on the "Table".

Mr. McMahon moved that it shall be the policy of the School Committee to have the members of the School Committee assigned to represent the School Committee at the various elementary school graduations, award the diplomas, and that the chairman of the School Committee award the diplomas to the high school graduates. There being no objection the chairman ordered the motion laid on the table.

On motion by Mr. Solomons it was voted that the City Manager be invited to be present at the next regular meeting of the School Committee for the purpose of discussing progress of the proposed new school buildings.

On motion by Mrs. Ackermann it was voted to refer to the budget certain statistics with relation to a proposal for salary increases, as presented by the Cambridge Teachers Association.

It was voted to convene in executive session.

Executive Session

On motion by Mr. Solomons it was voted that Paul F. Mahoney, Master of the Webster School, be appointed a member of the Staff Board of Examiners, as recommended by the Superintendent.

On motion by Mr. McMahon it was voted to adopt the Superintendent's recommendation that Edward G. Crawley, teacher at the Rindge Technical School, be appointed a member of the Staff Board of Examiners.

On motion by Mrs. Ackermann it was voted that the Superintendent draw up, for the consideration of the School Committee, a policy statement on appointment and tenure of members of the Staff Council on Personnel Development.

On motion by Mr. Duehay, it was voted that the secretary present to the committee at the next meeting an amendment to the rules which will require that all motions be seconded before the chair may accept the motions.

On motion by Mr. Solomons it was voted to reconvene in regular session.

On motion by Mr. Solomons it was voted to ratify and affirm the votes taken in executive session.

On motion by Mr. Duehay it was unanimously voted to suspend the rules for the purpose of moving reconsideration at this meeting.

A motion by Mr. Duehay to reconsider all votes taken at this meeting, hoping same would not prevail, failed of adoption.

On motion by Mr. Solomons it was voted that a special meeting of the School Committee be held in executive session on Tuesday, January 11, 1966 at 7:30 p.m. in the School Committee offices, for the purpose of considering and acting on the budget.

It was voted to adjourn;

ADJOURNED.

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(Official Report)

REGULAR MEETING: **Tuesday, January 18, 1966**

Members present: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes.

Mayor Hayes in the chair.

The chair ruled that the first order of business was to complete organization of the committee by the election of a vice-chairman.

Mr. Olesen placed in nomination the name of Committeeman James F. Fitzgerald for the office of vice-chairman. Mr. McMahon seconded the nomination. Mr. Fitzgerald declined the nomination and the chair ordered his name withdrawn.

It was unanimously agreed to take a short recess at the conclusion of which the chairman called the meeting to order.

Mr. Fitzgerald stated that after further deliberation he requests unanimous consent to withdraw his declination of his nomination and the chair ruled that there being no objection the name of Committeeman James F. Fitzgerald is now placed in nomination for the position of vice-chairman.

On motion by Mr. Duehay, seconded by Mrs. Ackermann, it was voted that nominations for Vice-Chairman be closed and that Committeeman James F. Fitzgerald be elected by acclamation as Vice-Chairman of the Cambridge School Committee for the term 1966-1967.

On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was unanimously voted to suspend the rules for the purpose of conducting "Hearings".

City Manager John J. Curry appeared before the committee and discussed at length plans and sites for the proposed new schools. At the conclusion of the hearing it was voted to extend a vote of thanks to the City Manager for appearing at this meeting.

On motion by Mr. Olesen, seconded by Mr. Solomons it was voted that the City Manager, the Assistant City Manager and the architects for the proposed new Putnam-Thorndike School, Houghton School and Russell-Haggerty School, be invited to attend a special meeting of the School Committee on Tuesday, February 8, 1966 at 7:30 p.m. in the School Committee offices, 1700 Cambridge Street, Cambridge, Mass., for the purpose of discussing plans for these proposed new schools.

The chairman ordered the regular order of business.

Question came on approval of the minutes of the meeting of December 21, 1965. The secretary advised that there are two corrections to be made, namely under "Tabled Matters" the motion to take from the table and adopt the Superintendent's recommendation (No. 3) contained in his report and recommendations on revising the recruiting and hiring policies, as presented to the School Committee at the meeting of Oct. 20, 1965" was in error, and should read "Voted to take from the table and adopt the report from the Superintendent on the provisions of the Manpower Development and Training Act, the Vocational

Education Act of 1963 and report on 'beefing up' the curriculum to the Boys' and Girls' Vocational School", and, further under "Awaiting Report" the paragraph "Conforming to an order that he study and recommend as to which of the projects listed in the program coordinator's report the basic grant of $370,432. should be spent on, the Superintendent presented the following report and on motion by Mr. Duehay it was voted to refer the matter to the budget" should read "that the report be adopted".

On motion by Mr. Solomons, seconded by Mrs. Ackermann it was then voted that the minutes of the meeting of December 21, 1965 be approved as corrected.

On motion by Mrs. Ackermann, seconded by Mr. Solomons it was voted that the minutes of the meetings of January 3 and January 4 be placed on the 'calendar'.

On motion by Mr. Solomons, seconded by Mr. Fitzgerald it was voted to approve the sites for outside telephone booths in front of Longfellow School and Rindge Technical School as recommended by the New England Telephone & Telegraph Co., and approved by the City Council.

On motion by Mr. Duehay, seconded by Mr. McMahon it was voted that a communication from the Mass. Bay Transportation Authority, advising that they will operate bus service between Harvard and Kendall Square, on a trial basis, on Tuesdays and Thursdays until evening school sessions are excused, but to leave Harvard Sq. to Kendall Sq., at 9:30 p.m., be placed on file and the Superintendent be instructed to bring this notice to the attention of all students of the evening schools.

On motion by Mr. Duehay, seconded by Mr. Solomons it was voted to make part of the minutes the following communication from the Cambridge Coach's Clubs.

CAMBRIDGE COACH'S CLUB

School Committee:

At the Fall meeting of the Cambridge Coaches Club on Nov. 25, 1965 it was unanimously voted by the membership of the club to ask the School Committee to reactivate its sub-committee on athletics.

The club feels that a sub-committee on athletics would help to accomplish its aims in improving the athletic climate of the Cambridge Public Schools. The Club also feels that such a sub-committee would help to make the committee as a whole more aware of what the coaches, are attempting to do to help the boys and girls of our schools.

Would please bring this recommendation to the attention of the members of the School Committee.

Sincerely,

/s/ Wm. J. Reagan, President

Mr. Solomons moved, seconded by Mr. Olesen, that a communication from the Cambridge Coaches' Club, relative to increases in certain coaching salaries, be referred to the budget. Mr. Duehay moved to amend, seconded by Mr. Solomons, that the Superintendent study and report on salary schedules of surrounding communities for athletic coaches, evening school teachers, substitute teachers and salaries of teachers for the 13th and 14th grade level. It was voted to adopt Mr. Duehay's amendment. It was then voted to adopt Mr. Solomons motion as amended by Mr. Duehay.

On motion by Mr. Solomons, seconded by Mr. McMahon, it was voted to refer to the budget a communication from the Cambridge School Dept. Employees Local #1611 requesting the committee to consider a petition for a salary increase of ten percent.

A petition was received from parents of the Haggerty School District whose children now attend Russell School, requesting that busses be provided for their children because the Russell School is a considerable distance from their homes. On motion by Mr. Fitzgerald it was voted that the petition be referred to the Superintendent for recommendation.

Question came on the Civil Service certified list promulgated as the result of a promotional examination for one permanent Senior Building Custodian. Mr. Olesen moved, seconded by Mr. Solomons, that the first permanent on the certified list, Edward J. Martin, junior building custodian assigned to the Longfellow School, be appointed Senior Custodian. It was voted to adopt a motion by Mr. Fitzgerald, seconded by Mr. McMahon, that the matter be referred to the Committee on Buildings & Grounds (roll-call vote): Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Solomons and Mayor Hayes voting "Yea"; Mrs. Ackermann and Mr. Olesen voting "Nay".

SUPERINTENDENT OF SCHOOLS

(Reports and Recommendations)

The chairman ordered placed on the "calendar" the Superintendent's recommendation that the following text books be approved for use in the Cambridge Public Schools:

PUBLISHED BY LAIDLAW BROTHERS
Health-Today & Tomorrow
For Youth to Know
Living in Today's World
United States History for High School
World History & Cultures
When You Take The Wheel
General Mathematics, Book One & Two
Geometry, Plane & Solid
Algebra, First Course
Algebra, Second Course
The Laidlaw Health Series, Gr. 1-8
The Laidlaw Science Series, Gr. 1-6

PUBLISHED BY D. C. HEATH & COMPANY:

Heath Science Series, Book One — Book Eight
Heath Social Studies Series
Reading Caravan Series
Modern English In Action Series, Gr. 9-12
Heath Handbooks of English Gr. 7-11 & Complete Course

PUBLISHED BY GLOBE BOOK CO.

Exploring American History
Myths & Folk Tales Around the World
Journeys in Reading
Four Complete Heritage Novels
Four Complete Classic Novels
Better Reading
Stories for Teenagers
Plays for Modern Youth
Earth to Moon

PUBLISHED BY HOLT, REINHART AND WINSTON

Science: A Modern Approach, Gr. 1-6
Knowing Our Neighbors in Canada & Latin America
Knowing Our Neighbors In The United States
Knowing Our Neighbors In The United States and Canada
Knowing Our Neighbors In Latin America
Developing Pre-Number Ideas
Pre-Algebra Mathematics
Trouble Shooting Mathematics Skills

A communication was received from Joseph L. C. Santoro, Director of Art, advising that due to ill health he requests a postponement of the Sabbatical Leave of Absence granted to him. On motion by Mr. McMahon, seconded by Mr. Duehay it was voted to adopt the Superintendent's recommendation that Mr. Santoro's Sabbatical Leave of Absence be postponed.

On motion by Mr. McMahon, seconded by Mr. Duehay it was voted to adopt the Superintendent's recommendation that Rhoda Posner, be transferred from Teacher-kindergarten at the Houghton School to the M. E. Fitzgerald School, effective January 3, 1966.

The Superintendent presented the resignation of Mrs. Patricia M. (Stankunas) Ehrlich, Science Teacher at the High & Latin School, effective September 7, 1966. On motion by Mr. Fitzgerald, seconded by Mr. McMahon it was voted to accept the resignation.

The Superintendent reported the marriage of Anne M. Flaherty, teacher at the Peabody School to Robert K. Patterson and that her name will now appear on our records as Ann M. Patterson

On motion by Mr. Solomons, seconded by Mr. McMahon, it was voted to adopt the Superintendent's recommendation that Louis N. Fougere, Master of the M. E. Fitzgerald School and Chairman of the Elementary Arithmetic Committee, be granted approval to conduct a second workshop in Mathematics for the Elementary School Teachers consisting of twelve one-hour and twenty minute periods with outside work, on Mondays from 3 p.m. to 4:20 p.m. starting January 24, 1966. The participants would be allowed two credits. The subject will be "Contemporary Mathematics II".

On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted to place on file a communication from Dr. Benjamin Sachs, Health Commissioner, relative to the administration of influenza vaccine, and that the committee express their appreciation to Dr. Sachs for his report.

In order to meet one of the technical requirements for submission of a proposal under Title I, Elementary and Secondary Education Act, the Superintendent recommended final approval of a program of After School Centers to be developed and put into operation in the Cambridge Public Schools for the improvement of education for disadvantaged children utilizing funds provided by Title I, P.L. 89-10, The Elementary and Secondary Education Act. Mrs. Ackermann moved, seconded by Mr. Solomons, to tentatively approve (subject to final approval) the program outlined. Mr. Olesen objected to action at this meeting and the chair ordered the motion placed on the "calendar". On motion by Mrs. Ackermann it was then voted to suspend the rules, on the following roll-call vote, for the purpose of taking action at this meeting: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Olesen voting "Nay". It was then voted on the following roll-call to adopt Mrs. Ackermann's motion to grant tentative approval, subject to final approval: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Olesen voting "Nay". The rules having been again suspended, a motion by Mr. Duehay, seconded by Mr. Solomons, to reconsider the foregoing vote (hoping same would not prevail) failed of adoption. Mr. Olesen is recorded as voting "Yea" on the motion to reconsider.

On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted to hold a special meeting of the School Committee on Tuesday, January 25, 1966 at 7:30 p.m. in the School Committee offices for the purpose of (1) considering and acting on final approval of the After School Centers and (2) to consider and act on the 1966 budget.

On motion by Mr. McMahon it was voted (seconded by Mr. Fitzgerald) to convene in executive session.

The chairman ordered laid on the "calendar" as required by the rules, the Superintendent's recommendation that the following persons be elected teachers in the Cambridge School Department:

Donald H. Brine, Teacher of Pattern Making, Rindge Technical School at a salary of $7100.00 per yr., effective February 1, 1966.

Gerald F. Shea, Jr., School Psychologist, Bureau of Pupil Services, at a salary of $6600.00 per year, effective February 1, 1966.

Ann P. Watford, teacher (Kdgn) at Houghton School, at a salary of $5,700 per year, effective February 1, 1966.

Ann M. Buckley, teacher (V) at Peabody School, at a salary of $6300.00 per year, effective February 1, 1966.

Jeanne L. LeComte, teacher (VI) at Morse School, at a salary of $5700.00 per year, effective February 1, 1966.

Francis M. McFaun, teacher elementary schools at a salary of $5300.00 per year, effective February 1, 1966.

Jane A. Robertson, teacher of Remedial Reading at Haggerty School, at a salary of $6400.00 per year, effective February 1, 1966.

John P. Sennott, teacher-English, Rindge Technical School at a salary of $5300.00 per year, effective February 1, 1966.

On motion by Mr. McMahon it was voted (seconded by Mr. Duehay) to reconvene in regular session.

On motion by Mrs. Ackermann it was voted that the Salary Committee of the Cambridge Teachers' Association be requested to collect for the information of the School Committee the latest figures on salary schedules for all competitive local school departments. (Motion seconded by Mr. Solomons).

On motion by Mr. Solomons, seconded by Mr. Olesen, it was voted to ratify and affirm all votes taken in executive session.

It was voted to adjourn;

ADJOURNED.

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(Official Report)

SPECIAL MEETING: **Tuesday, January 25, 1966**

Called for the purpose of —

1. Considering and acting on final approval of a program of After School Centers.
2. Considering and acting on the budget for 1966.

Members present: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes.

Mayor Hayes in the chair.

On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted on the following roll-call to grant final approval of a program of After School Centers to be developed and put into operation in the Cambridge Public Schools for the improvement of education for disadvantaged children utilizing funds provided by Title I, P.L. 89-10, The Elementary and Secondary Education Act: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

On motion by Mr. Solomons it was voted to proceed to "Hearings" in connection with the budget.

Question came on a petition from the Cambridge Mental Health Association for financial assistance. Mr. John H. Dyer, President of the Cambridge Mental Health Association and Dr. Robert E. Reed, Director of the Cambridge Mental Health Association appeared and presented their petition. Mrs. Ackermann moved, seconded by Mr. Solomons, that the School Committee appropriate and include in the 1966 budget a sum of $16,000.00 for assistance to the Cambridge Mental Health Association. On motion by Mr. McMahon it was voted to lay the motion on the table.

Question came on the petition of the Cambridge Teachers' Association for a revised salary schedule. Mr. Peter Nelligan, teacher at the Abraham Lincoln School and Chairman of the Teachers' Salary Committee, appeared in behalf of the Association. At the conclusion of the hearing it was unanimously agreed to take the petition under advisement.

Mr. Robert Hooker, junior custodian in the School Department and President of the Custodian's Union appeared in behalf of their petition for a 10% salary increase.

On motion by Mrs. Ackermann, seconded by Mr. Olesen, it was voted that the Superintendent be requested to inform the School Committee as to the procedure and extent of providing tools for custodians in all schools.

On motion by Mr. Duehay, seconded by Mrs. Ackermann it was voted that the Superintendent study and report as to the duties and responsibilities of the custodial staff of the Cambridge School Department, together with a comparison with other communities, said report to include the number of hours worked per week in each instance; and, further, that the Superintendent recommend any changes he feels are necessary.

The chairman declared the hearing with the custodians closed and expressed the committee's appreciation to Mr. Hooker for appearing.

Question came on a report presented by Mr. James Anderson, Director of Music, relative to expanding orchestra in the elementary schools. Mrs. Ackermann moved that a sum of $57,925.00 be appropriated to this project and included in the 1966 budget and that the committee accept Mr. Anderson's plan for the purchase of 250 new instruments and hiring four new teachers. Mr. Olesen seconded the motion. A motion by Mr. McMahon, seconded by Mr. Fitzgerald, to lay the matter on the table failed of adoption on the following roll-call: Mr. Fitzgerald and Mr. McMahon voting "Yea"; Mrs. Ackermann, Mr. Duehay, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Nay". It was then voted to adopt Mrs. Ackermann's motion, seconded by Mr. Olesen that a sum of $57,925.00 be appropriated to this project and included in the 1966 budget and that the committee approve Mr. Andersons' plan for the purchase of 250 new instruments and the hiring of four new music teachers. A motion by Mr. Olesen to suspend the rules for the purpose of moving reconsideration, failed of adoption.

On motion by Mrs. Ackermann it was voted to recess subject to the call of the chair.

RECESSED:

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE

(Official Report)

SPECIAL MEETING; **Thursday, January 27, 1966**

Called by order of His Honor, Mayor Daniel J. Hayes, Jr., for the purpose of considering and acting on a report of the project HEADSTART:

Members present: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes.

The Superintendent presented the following report and recommendation:

January 26, 1966

FROM: SUPERINTENDENT OF SCHOOLS

TO: CAMBRIDGE SCHOOL COMMITTEE

Modification of terms previously presented by the Cambridge Economic Committee to the Cambridge School Department has eliminated our major objection to a pre-school program under the control of the Cambridge School Department.

Concession made on Monday night, January 24 now would authorize Cambridge School Department to operate four (4) pre-school centers, each with two sessions, each with two teachers.

Centers will be located at the Fitzgerald School (shelter), Roberts School, Thorndike School and Webster School.

Curriculum will be developed and personnel will be recommended by the Cambridge School Department for approval by the Cambridge School Committee. The program is to become operational as soon after February 1, 1966 as possible and will continue for twenty-two (22) weeks.

No written agreement has yet been received at this office but the above modifications were given verbally on Monday evening to Mr. Conley and Mr. Hockman.

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted that the foregoing report from the Superintendent be approved and the recommendations contained therein be adopted. Mr. McMahon and Mr. Olesen are recorded as opposed to that of the plan that has reference to the use of the shelter adjacent to the Fitzgerald School for the Headstart Program.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to adjourn:

ADJOURNED

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE

(Official Report)

Tuesday, February 1, 1966

Regular Meeting:

Present: Mrs. Ackermann, Mr. Duchay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes.

Mayor Hayes in the chair.

Assistant City Clerk Paul E. Healey, administered the oath of office to Mayor Daniel J. Hayes, Jr., as Chairman of the School Committee and to James F. Fitzgerald as Vice-Chairman of the School Committee.

Having filed the proper notice required by the rules, Mr. McMahon moved reconsideration of the vote taken at the meeting of January 18, 1966 adopting adopting the motion "To approve the site for outdoor telephone booths at the Longfellow School and Rindge Technical School as indicated on a plan drawn and recommended by the New England Telephone and Telegraph Company and approved by the City Council on April 26, 1965." The motion to reconsider having prevailed, the chairman ordered the recurring question. It was then voted on motion by Mr. McMahon that the location for the outdoor telephone booth adjacent to Rindge Technical School, as shown on a plan prepared by New England Tel. & Tel. Co., be and the same hereby is adopted; and, further, that the location for the outdoor telephone booth adjacent to the Longfellow School, as shown on said plan, be referred back to the New England Tel. & Tel. Co., for further study and recommendation.

Having filed the proper notice required by the rules, Mr. Olesen moved reconsideration of the vite taken at the meeting of January 18, 1966 adopting the motion "That the certified civil service promotional list for one permanent Senior Building Custodian be referred to the Committee on Buildings & Grounds." On the following roll-call the motion to reconsider failed of adoption: Mrs. Ackermann and Mr. Olesen voting "Yea"; Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Solomons and Mayor Hayes voting "Nay".

On motion by Mr. Duehay it was voted that the minutes of the meetings of the special meeting of January 11, 1966, regular meeting of January 18, 1966, special meeting of January 25, 1966 and the special meeting of January 27, 1966 be approved as presented.

On motion by Mr. Solomons, seconded by Mr. Duehay it was voted to accept with pleasure an invitation extended by Florence R. McBride, teacher-in-charge of the Girls' Vocational School, to attend the exercises for the awarding of certificates to the students of the Homemakers Class.

On motion by Mr. Duehay, seconded by Mr. Solomons it was voted to make part of the minutes the following communciation from the City Manager relative to assignment of a nurse at the Harrington School:

Mr. Edward J. O'Connell
Secretary of the School Committee
1700 Cambridge Street
Cambridge, Massachusetts

Dear Mr. O'Connell:

I have the copy of the order of the School Committee of December 21, 1965 re: nurse assigned to the Charles G. Harrington School.

Mrs. Davecka, nurse, will report to the Charles G. Harrington School on Monday, January 24, 1966. We have a requisition to the Civil Service Commission to hold an examination for Public Health Nurses.

Yours very truly,
John J. Curry
City Manager

A communication was presented from the Equitable Life Assurance Society of the United States requesting a meeting with the School Committee of the City of Cambridge for the purpose of discussing the advantages of "Tax Sheltered Annuities for Public School Teachers and Employees". On motion by Mrs. Ackermann, seconded by Mr. Duehay, it was voted that the petition be referred to the Superintendent with power.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons it was voted that a petition received from the Parents Planning Board and the Parent Tutor Committee, relative to continuing remedial reading instruction in the summer for neighborhood youngsters in the Roberts School district, be referred to the Superintendent for study and recommendation.

SUPERINTENDENT OF SCHOOLS

(Reports and Recommendations)*

The Superintendent presented each member with a revised report on the "After School Centers" Program, said program having been approved at a special meeting held on January 25, 1966.

The Superintendent presented a communication from Robert R. Sweeney, Headmaster of Rindge Technical School, relative to the 13th and 14th grades at Rindge and on motion by Mrs. Ackermann, seconded by Mr. Solomons it was voted that this report be placed on the "calendar":

January 19, 1966

Mr. John M. Tobin
Superintendent of Schools
Cambridge, Massachusetts

Dear Mr. Tobin:

Out of a meeting with our Advisory Committee on Tuesday, January 4 last, there has come the suggestion that as a second course at the level of Grades XIII and XIV we establish a program of Instrumentation Technology. Later we talked with Mr. Burke of the Massachusetts Department of Education and received tentative approval for the project. Final approval is awaiting our full scale outline of the program.

This counsel appears to have merit for several reasons. In the first place, the Advisory Committee sees a need for people trained in this technology. Secondly, there is no course in instrumentation, as far as we know, now being given in the surrounding area. Finally, much of our present electronic equipment can be used for the instruction of first year students of instrumentation technology.

In general the course has to do with the measurement and the control of industrial processes, and this training is equally applicable to the work of many organizations in research and development. To present in greater detail the subject matter of the course, may I point out that it will deal with the list of titles which follows:

"Measuring Principles I" (Mechanical)
"Measuring Principles II" (Electrical)
"Control Principles and Telemetry"
"Calibration and Standardization"
"Mathematics"
"Physics for Instrumentation"
"English and Technical Report Writing"
"Electricity"
"Electronics"
"Computer Principles and Systems"
"Economics"
"Instrumentation Project" (Problems to be worked out)

January 19, 1966

Mr. John M. Tobin, Superintendent of Schools.

Therefore, I am seeking your approval to establish an Instrumentation Technology Course beginning September, 1966.

Yours truly,
Robert R. Sweeney
Headmaster

On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted that Saints Constantine & Helen, Greek Orthodox Church, be granted permission to conduct their annual Essay Contest entitled "Greek Contributions to civilization Through the Ages" and that Freshmen and Sophomores of High & Latin School and Rindge Technical School be permitted to participate on a voluntary basis.

The Superintendent presented the following report from the Board of Examiners relative to minimum criteria for selection of personnel to fill positions for after school study centers, and on motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted on the following roll-call that the report be referred back to the Superintendent for revision: Mrs. Ackermann, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons voting "Yea"; Mr. Duehay and Mayor Hayes voting "Nay":

January 28, 1966

Mr. John M. Tobin
Superintendent of Schools
1700 Cambridge Street
Cambridge, Massachusetts

Dear M. Tobin:

The Board of Examiners recommends the following minimum criteria for selection of personnel to fill positions requested in the proposal for after school study centers under Title I of the Elementary and Secondary Education Act.

Project Director

1. Master's degree from an accredited university.
2. Five years experience as a regular teacher.
3. Presently teaching in the Cambridge Public Schools.

Center Supervisor

1. Master's Degree from an accredited university.
2. Five years experience as a regular teacher.
3. Presently teaching in the Cambridge Public Schools.
4. Preferably a teacher employed in the school where the center is established.

Reading and Mathematics Teachers

1. Preferably Cambridge teachers whose background indicates specialized training and/or experience in Reading or in Mathematics.

Guidance Counselors

Librarian

Preferably personnel presently employed by the Cambridge School Department whose background indicates specialized training and/or experience as Librarians.

Teacher Aide

Preferably residents of the geographical area which the center serves.

Secretary-Bookkeeper

Preferably residents of the geographical area which the center serves whose background indicates specialized training and/or experience in this classification.

Very truly yours,
Edward A. Conley
Chairman
Board of Examiners

The Superintendent presented the following communication from the Education Sub-Committee of the Civic Unity Committee relative to plans for a project entitled "Operation Image Building":

January 17, 1966

Mr. John M. Tobin
Superintendent of Schools
1700 Cambridge Street
Cambridge, Massachusetts

Dear Mr. Tobin,

It gives me great pleasure to submit to you the plans for a project which the Education Sub-Committee of the Civic Unity Committee has been working on and which we hope will meet with your approval as well as that of the School Committee.

The project is called amongst ourselves "Operation Image-Building". Its objective is to present Negro personalities to young people not as Negroes but as people who have entered the mainstream of thought and activity in the Commonwealth. In schools where there are Negro children and young people, we hope, this will help them maintain their hopes of finding places in life near their limits of their abilities. For all schools, we feel that the attitude toward other racial groups on the part of white students will be improved by knowing that Negroes are after all, people, and achieve places in life beyond the common stereo-type. These talks are not "civil rights" speeches but emphasize the kinds of jobs that these people do.

With Mr. Hockman's kind assistance the following dates for three assemblies have been set:

Cambridge High and Latin School, Feb. 7, 8:40 A.M. (Juniors and Seniors)
Attorney General Edward Brooke speaking on aspects of the Office of Attorney General

Cambridge High and Latin School, Meb. 14, 8:40 A.M. (Freshmen and Sophomores)
Dr. Charles D. Bonner, Director, Rehabilitation Unit, Holy Ghost Hospital, Cambridge, speaking on new roles of Holy Ghost Hospital in the life of Cambridge.

Rindge Technical High School, Feb. 9, 8:45 A.M.
Mr. John O'Bryant, Guidance Counselor, Boston Technical High School, speaking on aspects of the life of a teacher.

Members of the City Council, the School Committee, the Civic Unity Committee, the CHLS and Rindge PTA will be cordially invited to these assemblies. In addition, we will send invitations to High School Principals or their representatives of the other schools in Cambridge. We are doing this primarily in the hope that these schools will follow our lead in inviting other Negro speakers of their own choosing to assemblies at their schools this spring. We will offer them assistance in contacting some suitable people as well as help them with necessary arrangements.

I will be eagerly awaiting for your favorable response and I hope that our pilot project will be successful.

Very sincerely yours,
Mrs. Zoya Slive
Executive Director

Mr. Solomons moved adoption of the plan outlined in the foregoing communication from the Civic Unity Committee. Mr. Duehay seconded the motion. On motion by Mr. McMahon, seconded by Mr. Fitzgerald, it was voted to amend the main motion by adding "except that a suitable substitute be found to replace the announced speaker for the first assembly, inasmuch as the proposed speaker is an announced candidate for the United States Senate". Mr. Duehay and Mayor Hayes are recorded as voting "Nay" on the amendment. It was then voted to adopt the motion as amended "to adopt the plan outlined in the foregoing communication from the Civic Unity Committee; except that a suitable substitute be found to replace the announced speaker for the first assembly, inasmuch as the proposed speaker is an announced candidate for the United States Senate."

REPORTS OF COMMITTEES

On motion by Mr. McMahon, seconded by Mr. Fitzgerald, it was voted on the following roll-call to approve the report of the Sub-committee on Buildings & Grounds, set forth below, and adopt the recommendations contained therein: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

Committee on Buildings & Grounds

Meeting of Feb. 1, 1966

Present: Mr. McMahon, Chairman, Mr. Duehay, Mr. Fitzgerald.

It was voted to recommend that Helen A. Coady, temporary matron at the M. E. Fitzgerald School, be employed on a provisional basis until such tims as a Matron's list is established, subject to approval by Civil Service.

It was voted to recommend that Civil Service be requisitioned for a list of persons eligible to fill two positions of junior building custodian.

Respectfully submitted,
/s/ EDWARD M. McMAHON

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Calendar:

On motion by Mr. Duehay, seconded by Mr. Fitzgerald, it was voted to adopt the text books recommended by the Superintendent at the meeting of Jan. 18, 1966.

Question came on the Superintendent's recommendation relative to election of teachers.

Mrs. Ackermann moved, seconded by Mr. Solomons, to suspend the rules for the purpose of taking action on the election of Donald H. Brine, Pattern Making teacher, Rindge Technical School, at a salary of $7100.00 per year and Gerald F. Shea, Jr., School Psychologist in the Bureau of Pupil Services, at a salary of $6600.00, both salaries being above that allowed by the rules of the School Committee. On the following roll-call the motion to suspend the rules failed of adoption Mrs. Ackermann, Mr. Duehay, Mr. Solomons and Mayor

Hayes voting "Yea"; Mr. Fitzgerald, Mr. McMahon and Mr. Olesen voting "Nay" (five votes being necessary to suspend rules).

There being no objection it was agreed to act on the remaining recommendations for teacher appointment seriatim.

On motion by Mr. Duehay, seconded by Mr. Solomons it was voted on the following roll-call to adopt the Superintendent's recommendation that Ann P. Watford be elected a Kindergarten teacher and assigned to the Houghton School at a salary of $5700.00 per year, effective Feb. 1, 1966: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

On motion by Mr. Solomons, seconded by Mr. Olesen it was voted on the following roll-call to adopt the Superintendent's recommendation that Ann M. Buckley be elected a teacher - Gr. V and assigned to the Peabody School, at a salary of $6300.00 per year, effective Feb. 1, 1966: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

On motion by Mr. Solomons, seconded by Mr. Olesen, it was voted that Francis M. McFaun be elected a teacher in the elementary schools at a salary of $5300.00 per year, effective February 1, 1966: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

On motion by Mr. Solomons, seconded by Mr. Olesen, it was voted on the following roll-call that Jeanne L. LeComte be elected a teacher, Gr. VI, as recommended by the Superintendent, and assigned to the Morse School at a salary of $5700.00 per year, effective February 1, 1966: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

On motion by Mrs. Ackermann, seconded by Mr. Olesen, it was voted on the following roll-call to adopt the Superintendent's recommendation that Jane A. Robertson be elected a teacher of Remedial Reading and assigned to the Haggerty School at a salary of $6400.00 per year, effective February 1, 1966: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

On motion by Mr. Fitzgerald, seconded by Mr. Olesen, it was voted on the following roll-call to adopt the Superintendent's recommendation that John P. Sennott be elected a teacher - English and assigned to the Rindge Technical School at a salary of $5300.00 per year, effective February 1, 1966: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

Tabled Matters:

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to take from the table the minutes of the meetings of January 3 and January 4, 1966. On motion by Mr. Duehay, seconded by Mrs. Ackermann it was voted that the minutes of the regular meeting of January 3 and January 4, 1966, as presented.

On motion by Mrs. Ackermann, seconded by Mr. Duehay it was voted to take from the table a motion by Mrs. Ackermann that the School Committee appropriate and include in the 1966 budget a sum of $16,000.00 for assistance to the Cambridge Mental Health Association. On motion by Mrs. Ackermann, seconded by Mr. Duehay, it was voted that this matter be referred to the budget.

Awaiting Report:

Conforming to an order that he present to the committee an amendment to the rules which will require that all motions be seconded before the chair may accept the motions, the secretary presented the following suggested amendment to the rules.

> "That Sec. 5, Chap. III of the Rules of the School Committee be amended by adding at the beginning of the section the following sentence: 'Motions, orders and resolutions shall require a second and no debate shall be in order until the chair states the immediately pending question', so that the section in its entirety shall read as follows: 'Sec. 5. Motions: Motions, orders or resolutions shall require a second and no debate shall be in order until the chair states the immediately pending question. The names of members introducing motions, orders and resolutions shall be recorded in the School Committee records. Any order, motion or resolution may be passed through all its stages of legislation at any one session, except as hereinafter defined, provided that no member of the School Committee objects thereto; but if any member of the School Committee objects, the measure shall be postponed for that meeting.' "

Mr. Duehay, moved, seconded by Mr. Solomons, that the foregoing suggested amendment to the rules be adopted. The chairman ordered the proposed amendment to the rules placed on the 'calendar' as required by the rules.

On motion by Mr. Olesen, seconded by Mrs. Ackermann it was voted to refer to the budget a report on salary schedules of surrounding communities for athletic coaches and civil service personnel.

Conforming to an order that he present his recommendations relative to a petition from parents of the Haggerty School District whose children now attend Russell School, requesting that busses be provided for their children because the Russell School is a considerable distance from their homes, the Superintendent presented his recommendations. Mr. Duehay moved, seconded by Mr. Solomons, that the report be spread upon the minutes. Mr. Olesen placed objection against the motion and the chair ordered Mr. Duehay's motion placed on the "calendar".

NEW BUSINESS

Mr. McMahon moved, seconded by Mr. Olesen that Chap. VIII, Sec. 19, section entitled 'Requirements for Major Positions' be amended by adding "Recruitment of candidates for promotional examinations for Major Positions shall be confined to the professional staff of the Cambridge public school system. The chair ordered the proposed amendment to the rules placed on the 'calendar' as required by the rules.

Mrs. Ackermann moved, seconded by Mr. Duehay, to amend the Teachers' Salary Schedule by striking out in the last paragraph the words 'five steps' and substituting therefore the words 'ten steps' so that the paragraph in its entirety shall read: "One year of teaching experience is required for initial appointment. One step on the salary schedule is allowed for each year of teaching experience beyond the initial step, up to ten steps — no fractional part of year is considered." The chair ordered the proposed amendment placed on the 'calendar' as required by the rules.

On motion by Mr. Duehay, seconded by Mrs. Ackermann it was voted that the Cambridge School Committee commend and congratulate Thomas DiBlasi of 22 Hingham Street, Cambridge, student at the Houghton Grammar School, for his act of heroism as a safety patrolmen in pulling a fellow student from the path of an oncoming car and thus preventing a certain tragedy.

Mr. Duehay presented the following proposed revised Teacher's Salary Schedule and on motion by Mr. Duehay, seconded by Mr. Solomons it was voted that the proposed salary schedule be referred to the budget:

Meeting of Jan. 18, 1966 — MR. DUEHAY

MOTION: That the rules of the School Committee be amended by striking out the present Teachers' Salary Schedule-Bachelor Degree, and substituting therefore a proposed revised Teachers' Salary Schedule-Bachelor Degree as set forth in detail below:

ALTERNATIVE PROPOSAL

	Present	Proposed	Amount of Raise
Starting	$5300	$5600	$ 300
Step 1	5500	5800	300
Step 2	5700	6100	400
Step 3	6000	6400	400
Step 4	6300	6700	400
Step 5	6600	7000	400
Step 6	6900	7400	500
Step 7	7200	7800	600
Step 8	7500	8200	700
Step 9	7800	8600	800
Step 10	8100	9000	900
Step 11	8400	9400	1,000

CAMBRIDGE SCHOOL DEPARTMENT

Teacher's Salaries

Increase Proposal and Estimated Cost

Bachelor Degree

Step Appt.	Present Salary	Proposed Salary	Amount Increase	Number Teachers	Amount Required 1967	Amt. Req. Sept.-Dec. 1966
Start.	$5,300	$5,600	$ 300	50	$ 15,000	$ 6,000
1	5,500	5,800	300	31	9,300	3,720
2	6,700	6,100	400	27	10,800	4,320
3	6,000	6,400	400	21	8,400	3,360
4	6,300	6,700	400	16	6,400	2,560
5	6,600	7,000	400	7	2,800	1,120
6	6,900	7,400	500	8	4,000	1,600
7	7,200	7,800	600	6	3,600	1,440
8	7,500	8,200	700	5	3,500	1,400
9	7,800	8,600	800	5	4,000	1,600
10	8,100	9,000	900	4	3,600	1,440
11	8,400	9,400	1,000	113	113,000	45,200
					$184,000	$73,760(=2/5)
						61,467(=1/3)

Master Degree

Start.	$5,700	$6,000	$ 300	9	$ 2,700	$ 1,080
1	5,900	6,200	300	4	1,200	480
2	6,100	6,500	400	8	3,200	1,280
3	6,400	6,800	400	7	2,800	1,120
4	6,700	7,100	400	10	4,000	1,600
5	7,000	7,400	400	12	4,800	1,920
6	7,300	7,800	500	18	9,000	3,600
7	7,600	8,100	500	9	4,500	1,800
8	7,900	8,600	700	7	4,900	1,960
9	8,200	9,000	800	7	5,600	2,240
10	8,500	9,400	900	9	8,100	3,240
11	8,800	9,800	1,000	131	131,000	52,400
					$181,800	$72,720(=2/5)
						60,600(=1/3)

Master, plus 30 Hours

1	$9,000	$10,000	$1,000	23	$ 23,000	$ 9,200
					$ 23,000	$ 9,200(=2/5)
						7,667(=1/3)

TOTAL Estimated Cost	$389,200	$155,680(=2/5)
		139,733(=1/3)

Meeting of January 18, 1966 — MR. DUEHAY:

MOTION: That the rules of the School Committee be amended by striking out the present Salary Ratio Schedule for Administrators and substituting therefore a proposed revised Salary Ratio Schedule for Administrators as set forth in detail below:

PRESENT			PROPOSED
Group One:			Group One:
Ratio:	1.15	First Year	Ratio: 1.10
	1.175	Second Year	1.15
	1.20	Third Year	1.20
	——	Fourth Year	1.25
Group Two:			Group Two:
Ratio	1.25	First Year	Ratio: 1.30
	1.30	Second Year	1.35
	1.35	Third Year	1.40
	1.40	Fourth Year	1.45
Group Three:			Group Three:
Ratio:	1.50	First Year	Ratio: 1.55
	1.55	Second Year	1.60
	1.60	Third Year	1.65
	1.65	Fourth Year	1.70
Group Four:			Group Four:
Ratio:	1.55	First Year	Ratio: 1.75
	1.60	Second Year	1.80
	1.65	Third Year	1.85
	1.70	Fourth Year	1.90

All Ratios based on maximum teachers' salary - Bachelor Degree.

Group One: Sub master; Assistant Directors; Headmaster's Assistant; Deans; Director - Boys Voc.

Group Two: Elementary Masters; Assistant Headmasters - High Schools; Directors.

Group Three: Headmasters - High Schools.

Group Four: Assistant Superintendents.

On motion by Mr. Olesen, seconded by Mr. McMahon it was voted that the Committee on Buildings & Grounds consider the advisability of increasing the number of positions of Senior Building Custodian.

On motion by Mr. Olesen, seconded by Mr. Duehay it was voted that the Cambridge School Committee commend the Rindge Technical School Hockey Team on its outstanding victory on Saturday, January 9, 1966 when it turned almost certain defeat into victory by scoring, in the last minutes of the game, three goals on Medford High School Hockey Team.

On motion by Mr. Duehay, seconded by Mr. McMahon, it was voted to convene in executive session.

EXECUTIVE SESSION

On motion by Mr. McMahon, seconded by Mr. Olesen, it was voted to request the Mass. Teachers' Retirement Board for authorization to continue the employment until the end of the present school year, June 1966, of Agnes M. MacLean, teacher at the Harrington School who will attain age 70 years on April 29, 1966.

Petition was received from William Lackie, custodian at the M. E. Fitzgerald School, requesting that because of an accident suffered in the performance of his duty and because his accumulated sick leave has become exhausted, that he be granted leave of absence and that he be paid the difference between his regular salary and the amount he receives while on workman's compensation. On motion by Mr. McMahon, seconded by Mr. Fitzgerald it was voted to suspend the rules for the purpose of acting on this petition. On the following roll-call it was voted to adopt the Superintendent's recommendation that the petition be granted: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons voting "Yea".

Question again came on the Superintendent's recommendation that Gerald F. Shea, Jr., be elected to the position of School Psychologist at a salary of $6600.00 per year, effective February 1, 1966 and that Donald H. Brine be elected teacher of Pattern Making at Rindge Technical School, at a salary of $7100.00 per year, effective February 1, 1966, both salaries being above that permitted by the rules of the School Committee. On motion by Mrs. Ackermann, seconded by Mr. Duehay, it was voted to suspend the rules for the purpose of taking action on the Superintendent's recommendation. On motion by Mr. Duehay, seconded by Mrs. Ackermann it was then voted on the following roll-call that Gerald F. Shea, Jr., be elected School Psychologist and assigned to the Bureau of Pupil Services, at a salary of $6600.00 per year, effective February 1, 1966 and that Donald H. Brine be elected a teacher of pattern making and assigned to the Rindge Technical School at a salary of $7100.00 per year, effective February 1, 1966: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

On motion by Mr. Solomons it was voted (seconded by Mr. Duehay) that a special meeting of the School Committee be held on Friday. February 4, 1966 at 7:30 p.m. for the purpose of considering and acting on the budget.

On motion by Mr. Solomons it was voted to convene in regular session.

On motion by Mr. Solomons it was voted to ratify and affirm the votes taken in executive session (motion seconded by Mr. Duehay).

On motion by Mr. Duehay, seconded by Mr. Solomons it was voted to adjourn;

ADJOURNED:

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE

(Official Report)

Friday, February 4, 1966

Special Meeting:

Called by vote of the School Committee at the meeting of February 1, 1966 for the purpose of considering and acting on the budget.

Members present: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons.

Vice-Chairman Fitzgerald in the chair.

On motion by Mr. Solomons, seconded by Mrs. Ackermann it was voted on the following roll-call that a sum of $16,000.00 be included in the 1966 budget for financial assistance to the Cambridge Mental Health Association; except that this amount shall be deleted if it is determined that this appropriation is the responsibility of the Health Department: Mrs. Ackermann, Mr. Duehay, Mr. Solomons and Vice-Chairman Fitzgerald voting "Yea". Mr. Olesen voting "Nay"; Mr. McMahon and Mayor Hayes "Absent".

It was unanimously agreed to approve the recommended appropriation of $135,000.00 for Schedule F7 Non-Contributory Pensions and the recommended appropriation of $90.00 for Schedule F-8 Retirement Contribution.

On motion by Mr. Duehay it was voted to approve the Superintendent's recommendation that the recommended appropriation of $5,000.00 for Schedule F-9 High & Latin Commercial Department be increased to $13,000.00.

The following report of the Committee on Buildings & Grounds was presented:

COMMITTEE ON BUILDINGS & GROUNDS

Meeting of Mon. Jan. 25, 1966

Present: Mr. McMahon - Chairman, Mr. Duehay, Mr. Fitzgerald, Mr. Conley - Asst. Supt., Mr. Hockman - Asst. Supt.

It was voted to recommend that a sum sufficient to complete the repairs listed in the attached sheets received from the Chief Custodian, be included in the 1966 budget, except that the sum of $2,500. for floors at the High & Latin School be increased to $10,000.00 for a total sum of $142,660.00 for Schedule F-13 Repairs-Buildings.

It was voted to recommend that a sum of $1,800.00 be appropriated to Schedule G-7 Furniture & Furnishings for the purpose of installing new draperies in the High & Latin School Auditorium.

Recommended that for the purpose of completely renovating the shower and locker room at Rindge Technical School, a sum of $40,000.00 be appropriated to schedule F-13 Repairs.

Recommended that the project of installing burglar alarms to safeguard equipment and records in classrooms and main office of the High & Latin School and Rindge Technical School be deferred for this year and the approximate cost for these projects of $8,000.00 be referred to the 1967 budget.

Recommended that partitions be erected in the cafeteria of the Rindge Technical School for the purpose of providing a teachers' lunch area at a cost of $750.00, said sum to be appropriated to Schedule F-13 Repairs.

It was voted to recommend that a program of repainting classrooms should be initiated at Rindge Technical School at a total cost of $25,000.00, except that a sum of $2,000.00 be appropriated to Schedule F-13 Repairs to start the project this year and the remaining work to be referred to the 1967 budget.

Recommended that the inner courtyard at Rindge Technical School be regraded, replanted and reequipped to provide an attractive and usable place for pupils and that a sum of $5,000.00 be included in Schedule F-13 Repairs to complete this project.

Recommended that an additional sum of $2,000.00 be appropriated to Schedule G7 - Furnishings and Furniture for the purpose of completing the program of replacement of window shades and installation of blackout shades in those rooms used for projection.

Recommended that a sum of $700.00 be included in the appropriation Schedule F-13 repairs for the installation of three small air conditioners in the main office at Rindge Technical School.

Recommended that a sum of $6,500.00 be appropriated to Schedule F-13 for the purpose of renovating the auditorium in the old section of the High & Latin School to include new fluorescent lighting, install partitions in the front half to divide this space into three sections, additional seating united to provide for a minimum of 50 seats in each section, and to partition the back section to provide a central location for all the guidance activities of the school.

It is suggested that the old smoke doors in the corridors at the High & Latin School be replaced with lighter and more durable type, similar to those presently installed in the corridor on the second floor between the old Latin Building and the Annex. It is estimated that the cost to complete this project will be approximately $14,000. It is recommended that a sum of $3,000.00 be appropriated to Schedule F-13 Repairs to start this project and that the balance of $11,000. be referred to the 1967 budget. This will provide for the installation of four new doors this year, the balance of the project to be completed in future years.

It was voted to refer back to Asst. Supt. David Hockman the requested renovation at the Boys' Cafeteria, High & Latin School and that Mr. Hockman confer with the Director of the School Lunch Program to determine how much of this equipment can be purchased from the funds of School Lunch Program.

Mr. Hockman reported that additional furniture needed in the Boys' Cafeteria, High & Latin School will cost in the vicinity of $2,832.00 and it is recommended that this item be held in abeyance.

It was voted to defer for this year the regrading and equipping of inner courtyards at High & Latin School to provide attractive areas for use by pupils. The estimated cost for this project will be $5,000.

It was voted to recommend an appropriation of $700.00 to Schedule F-13 to provide for the installation of three small air conditioners in the Main Office of the High & Latin School.

It was voted to recommend that 2500 individual combination locks for pupil's lockers at the High & Latin school be purchased and that a sum of $3,000.00 be included in Schedule F-13 Repairs to cover this project.

It was voted to recommend that a sum of $5,000. be appropriated to Schedule G-7 Furniture & Furnishings for the purpose of completing the renovation of the Superintendent's office.

It was voted to recommend that a sum of $40,000.00 be appropriated to Schedule F-13 Repairs for the purpose of completely renovating the Business Office and the School Committee rooms.

It was voted to recommend that a sum of $1,860.00 be appropriated to Schedule G-7 Furniture and Furnishings for the purpose of installing a library at the Thorndike School.

In total your sub-committee recommends that the following amounts be included in the 1966 budget:

Schedule F-13 Repairs to Buildings:	
General Repairs	$142,660.00
Special Projects	101,650.00
	$244,310.00
Schedule G-7 Furniture & Furnishings	10,660.00

Respectfully submitted,
EDWARD M. McMAHON
Chairman

On motion by Mrs. Ackermann, seconded by Mr. Solomons it was voted to amend the foregoing report of the Committee on Buildings & Grounds by increasing the recommended amount by $5,000.00 and that the project of regrading and equipping the interior courtyard at High & Latin School be included in the 1966 budget. On motion by Mrs. Ackermann, seconded by Mr. McMahon, it was then voted to adopt the report of the Committee on Buildings & Grounds and that a sum of $249,310.00 be appropriated to Schedule F-13 Repairs to Buildings & Grounds.

It was agreed to approve the recommended appropriation of $800.00 for Schedule F-12 Professional Library and Staff Council.

On motion by Mr. Olesen it was voted to refer back to the Superintendent for further study the recommended appropriation of $10,000.00 for Schedule F-14 Audio Visual Department.

On motion by Mr. Duehay, seconded by Mrs. Ackermann it was voted that a sum of $39,204.00 be appropriated to Schedule F15 Special Athletic Account

It was unanimously voted to appropriate the sum of $31,525.00 to Schedule F16 Music Department.

On motion by Mr. McMahon it was voted (seconded by Mr. Olesen) that the recommended sum of $2,500.00 for Schedule F-17 Psychiatric Consultant be increased to $5,000.00.

It was voted to approve the recommended appropriation of $2,900.00 for Schedule F18 School TV Fees Dist. #2.

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to approve the recommended sum of $4,000.00 for Schedule G-4 Motor Vehicles (2 new automobiles).

On motion by Mr. Duehay, seconded by Mr. Olesen, it was voted to approve the following appropriations for Schedule F-7 Furniture & Furnishings:

Window Shades & Draperies	$ 5,800.00
Superintendent's Office Furniture	5,000.00
Classroom Furniture	28,016.00
Library Furniture	3,450.00
TOTAL	$42,266.00

On motion by Mrs. Ackermann it was voted to suspend the rules for the purpose of moving reconsideration on the foregoing vote. A motion to reconsider the foregoing vote, hoping same would not prevail, failed of adoption.

On motion by Mr. Olesen, seconded by Mrs. Ackermann, it was voted that the recommended appropriation of $5,000.00 for Schedule F-8 Educational & Recreational be increased by $1,600.00 so that the total appropriation will amount to $6,600.00.

It was unanimously voted to approve the recommended appropriations of $2,000.00 for Schedule G-9 Office Equipment and $5,000.00 for Schedule G-10 Science Equipment.

On motion by Mr. Solomons, seconded by Mrs. Ackermann it was voted to appropriate the sum of $31,275.00 for Schedule G-11 Equipment for Rindge.

On motion by Mrs. Ackermann, seconded by Mr. Duehay, it was voted to approve the recommended appropriation of $5,000.00 for Schedule B-4 Transportation of Persons.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to approve the recommended appropriation of $70,000.00 for Schedule D-9 Educational & Recreational Supplies.

On motion by Mrs. Ackermann, seconded by Mr. Olesen, it was voted on the following roll-call that the recommended sum of $25,000.00 for Schedule F-19 Library Books be increased to $35,000.00: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen and Mr. Solomons voting "Yea", Mayor Hayes "Absent".

On motion by Mr. Duehay, seconded by Mrs. Ackermann it was voted that the recommended appropriation of $38,000.00 for Schedule F-4 Transportation of Pupils be increased in accordance with the recommendation of the Business Manager to $49,000.00. (A proposed amendment by Mr. Olesen that the amount be made $50,000.00 failed of adoption on the following roll-call: Mrs. Ackermann and Mr. Olesen voting "Yea", Mr. Duehay, Mr. McMahon, Mr. Solomons and Vice-Chairman Fitzgerald voting "Nay"; Mayor Hayes "Absent").

On motion by Mr. Olesen, seconded by Mrs. Ackermann it was voted on the following roll-call that this meeting be recessed to Monday, February 7 at 8 p.m.: Mrs. Ackermann, Mr. McMahon, Mr. Olesen, and Vice-Chairman Fitzgerald voting "Yea"; Mr. Duehay and Mr. Solomons voting "Nay"; Mayor Hayes "Absent".

RECESSED.

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE

(Official Report)

Monday, February 7, 1966

Recessed Meeting:

Recessed from Special Meeting of Friday, February 4, 1966, called by vote of the School Committee to consider and act on the 1966 budget.

Members present: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, and Mr. Solomons.

Vice-Chairman Fitzgerald in the chair.

On motion by Mr. Solomons, seconded by Mr. McMahon, it was voted that Mr. Kozlowsky, Director of Physical Education and Athletic Activities, be requested to be present at a regular meeting scheduled for Tuesday, February 15, 1966 for the purpose of discussing coaches' salaries, and that he present at that time a comprehensive report on salaries paid in surrounding comparable communities.

On motion by Mrs. Ackermann it was voted to adopt the Superintendent's recommendation that a sum of $12,000.00 be appropriated for High School-Summer Teachers and a sum of $6,100 be appropriated for Elementary Summer School Teachers, for a total of $18,200.00 to be appropriated under Schedule A-2.

On motion by Mr. Solomons, seconded by Mr. Olesen, it was voted to appropriate the total sum of $3,111,900.00 for Schedule A-2 Temporary Employees.

On motion by Mrs. Ackermann, seconded by Mr. Solomons it was voted to recess until Tuesday, February 8, 1966 after adjournment of a special meeting called for the same day to discuss the matter of proposed new schools.

RECESSED:

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(Official Report)

Tuesday, February 8, 1966

Recessed Meeting:

Meeting called by vote of the School Committee at the meeting of Feb. 1, 1966 for Friday, February 4, 1966 and recessed to February 7, 1966 and again to Feb. 8, 1966.

Members present: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, and Mr. Solomons.

Vice-Chairman Fitzgerald in the chair.

The Superintendent recommended that a sum of $2,000.00 be included in the budget as Cambridge's contribution to a class for partial seeing children, said class to be conducted in cooperation with the Arlington and Lexington School Departments, for a trial period of one year, and said sum of $2,000.00 to be included in Schedule A-1 Permanent Employees. On motion by Mr. McMahon, seconded by Mr. Duehay, it was voted to adopt the Superintendent's recommendation.

On motion by Mr. McMahon, seconded by Mr. Duehay it was voted to adopt the Superintendent's recommendation that the recommended appropriation of $5,000.00 for Schedule F-17 Psychiatric Consultant be increased by $1,000.00 for a total of $6,000.00.

On motion by Mr. Solomons, seconded by Mr. Duehay it was voted to refer to the Superintendent for report a communication from the Guidance Counselors requesting that their salaries be placed on the Ratio Salary Schedule for Administrators and that their ratio be established at 1.2 based on the maximum salary of a teacher with a bachelor degree.

Mrs. Ackermann moved that the recommendation of the Cambridge Teacher's Association for salary increases for teachers above the rank of teacher with a bachelor degree be adopted. Mr. Solomons seconded the motion. On motion by Mrs. Ackermann, seconded by Mr. Solomons it was voted that this motion be referred to the next session of the 1966 budget.

Mr. McMahon, Mr. Olesen and Vice-Chairman Fitzgerald, jointly, presented the following proposed revised teachers' salary schedule:

TEACHER'S SALARY INCREASE PROPOSAL (a) by Mr. McMahon, Mr. Olesen and Mr. Fitzgerald

Bachelor Degree

Step Appt.	Present Salary	Proposed Salary	Amount Increase	Number Teachers	Amount Required 1967	Amt. Req. Sept.-Dec. 1966
Start.	$5,300	$5,500	$ 200	50	$ 10,000	$ 4,000
1	5,500	5,800	300	31	9,300	3,720
2	5,700	6,000	300	27	8,100	3,240
3	6,000	6,400	400	21	8,400	3,360
4	6,300	6,800	500	16	8,000	3,200
5	6,600	7,200	600	7	4,200	1,680
6	6,900	7,600	700	8	5,600	2,240
7	7,200	8,000	800	6	4,800	1,920
8	7,500	8,400	900	5	4,500	1,800
9	7,800	8,800	1,000	5	5,000	2,000
10	8,100	9,400	1,300	4	5,200	2,080
11	8,400	9,400	1,000	113	113,000	45.200
				293	$186,100	$74,440(=2/5)
						$62,033(=1/3)

Master Degree

Start.	$5,700	$5,900	$ 200	9	$ 1,800	$ 720
1	5,900	6,200	300	4	1,200	480
2	6,100	6,400	300	8	2,400	960
3	6,400	6,800	400	7	2,800	1,120
4	6,700	7,200	500	10	5,000	2,000
5	7,000	7,600	600	12	7,200	2,880
6	7,300	8,000	700	18	12,600	5,040
7	7,600	8,400	800	9	7,200	2,880
8	7,900	8,800	900	7	6,300	2,520
9	8,200	9,200	1,000	7	7,000	2,800
10	8,800	9,800	1,300	9	11,700	4,680
11	8,800	9,800	1,000	131	131,000	52,400
				231	$196,200	$78,480(=2/5)
						$45,400(=1/3)

Master, plus 30 hours

1	$9,000	$10,000	$1,000	23	$23,000	$9,200
				23	$23,000	$9,200(=2/5)
						$7,667(=1/3)

TOTAL Estimated Cost	547	$405,300	$162,120(=2/5)
			$135,100(=1/3)

On motion by Mr. McMahon, seconded by Mr. Duehay, it was voted that the foregoing proposed revised salary schedule for teachers be referred to the next session of the 1966 budget.

On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted to adjourn.

ADJOURNED.

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(Official Report)

Tuesday, February 8, 1966

Special Meeting:

Called by vote of the School Committee at the meeting of January 18, 1966 for the purpose of discussing with the architects the sites of the proposed new school buildings.

Members present: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, and Mr. Solomons.

Vice-Chairman Fitzgerald in the chair.

The chairman announced that Mr. Alan McClellan, City Planning Director, would represent the City Manager at this conference.

Mr. Paul Feloney, Chief Architect for the proposed Putnam-Thorndike School, presented several site plans and explained in detail the advantages and disadvantages of each.

Mrs. Ackermann moved that the committee adopt Site Plan D and that the matter be placed on the table. It was voted to adopt a substitute motion by Mr. McMahon, seconded by Mr. Duehay, that all site plans for this proposed project be placed on the "calendar".

On motion by Mr. McMahon, seconded by Mrs. Ackermann it was voted that the masters of the Putnam and Thorndike School notify their respective PTA's that a hearing will be held on the matter of a site for the proposed new Putnam-Thorndike School at the next regular meeting scheduled for Tuesday, February 15, 1966.

Mr. Jackson, of the firm of Sert, Jackson and Associates, architects for the proposed new Houghton School, presented site plans for this project. On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that the plans for the site of the proposed new Houghton School be given sufficient publicity and placed on the calendar for a public hearing at the regular meeting of the school committee scheduled for March 1, 1966; and, further, that prior to this meeting copies of the site plans be provided for each member of the School Committee.

Pietro Belluschi, Principal Architect for the proposed new Russell-Haggerty School, presented site plans for this project. On motion by Mr. Duehay, seconded by Mr. Solomons it was voted that the plans for the site of the proposed new Russell-Haggerty School be given sufficient publicity and placed on the calendar for a public hearing at the regular meeting scheduled for March 15, 1966 and that the PTA's of both schools be notified of this hearing.

On motion by Mr. Solomons, seconded by Mr. McMahon, it was voted that the Acting City Manager be requested to instruct the architect for the proposed new Russell-Haggerty School to take appropriate borings on the proposed Calnan Field site.

On motion by Mr. Duehay, seconded by Mr. McMahon it was voted to adjourn;

ADJOURNED.

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(Official Report)

Tuesday, February 15, 1966

REGULAR MEETING:

Members present: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes.

Mayor Hayes in the chair.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was unanimously voted to suspend the regular order of business for the purpose of proceeding to "Hearings".

The committee conducted a public hearing on the proposed new Putnam-Thorndike School. Mr. Paul Feloney, architect for the new school, presented plans for the site of the school and explained them in detail. The following citizens appeared and discussed the proposed site plans:

Mrs. Josephine D. Massie
172½ Spring St.

Mrs. Josephine Muolo
71 Sixth Street

Mr. and Mrs. DiFava
172½ Spring Street

Representative Michael Lombardi
145 Otis Street

Miss Lucille Kelley
Teacher - Putnam School

Joseph Thomas
88 Thorndike Street

Joseph Adams, Jr.
J. C. Adams Co.

Mrs. Mary Mulcahy
Master - Thorndike School

On motion by Mr. Fitzgerald it was voted that the site plans proposed by the architect be printed and copies of these plans be displayed in a prominent place in both the Putnam School and Thorndike School and wherever else they can be displayed to the advantage of the public.

It was unanimously voted to convene in executive session, for the purpose of considering and acting on the 1966 School Department Budget.

Question came on the recommended appropriation of $35,000.00 for Schedule D-19 Library Books. It was unanimously agreed to reduce the total of the School Department budget by transferring from the Revolving Accounts F-35 High & Latin School Library (PL874) the sum of $14,000.00, and from School Grant PL874 the sum of $17,000.00.

It was unanimously agreed that the recommended sum for Schedule F-9 High & Latin Commercial Department be reduced from $13,000.00 to $$11,000.

It was unanimously agreed that the recommended sum for Schedule F-13 Repairs to Buildings & Grounds be reduced from $249,310 to $150,000.00.

It was unanimously agreed that the recommended sum for Schedule A-2 Janitor Services be reduced from $10,000.00 to $5,000.00.

It was voted to reconvene in regular session.

On motion by Mr. Duehay, seconded by Mr. Solomons it was voted to suspend the regular order of business for the purpose of taking action on the 1966 School Department Budget.

Mr. Olesen moved, seconded by Mr. Duehay, to strike from Schedule A-1 Permanent Employees the sum of $100,000.00 as anticipated wages for the year.

A motion by Mr. Fitzgerald to adjourn, failed of adoption.

A motion by Mr. Solomons, seconded by Mr. Fitzgerald to recess until Thursday, February 7 at 7:30 p.m. failed of adoption on the following roll-call: Mr. Fitzgerald, Mr. McMahon and Mr. Solomons voting "Yea"; Mrs. Ackermann, Mr. Duehay, Mr. Olesen, and Mayor Hayes voting "Nay".

On the following roll-call Mr. Olesen's motion, seconded by Mr. Duehay, to reduce Schedule A-1 Permanent Employees by the sum of $100,000.00 as estimated outages for the year 1966, failed of adoption on the following roll-call: Mr. Fitzgerald, Mr. McMahon, and Mr. Olesen voting "Yea"; Mrs. Ackermann, Mr. Duehay, Mr. Solomons and Mayor Hayes voting "Nay".

It was unanimously voted to suspend the regular order of business to consider a report on Headstart-Child Development Centers:

Assistant Superintendent of Schools Edward Conley requested permission to start eight Head Start Child Development Classes on Monday, February 21, 1966 — two at Rindge Shelter, two in the Webster School, one at the Roberts School in the afternoon, and three in the Thorndike School. Assistant Superintendent Conley also requested approval of the following applicants as teachers in these eight classes, effective Feb. 21, 1966:

Roberts School	Mrs. Doris Clark Anderson	Teacher	$500. month
Webster School	Mrs. Sharon Benz	Teacher	500. month
Webster School	Miss Ruth E. Fitzpatrick	Teacher	500. month
Thorndike School	Miss Linda Filivrin	Teacher	500. month
Thorndike School	Mrs. Audrey C. Kramer	Teacher	500. month
Thorndike School	Miss Eileen Dowcett	Teacher	500. month
Fitzgerald School	Mrs. Tamar Orvell	Teacher	500. month
Fitzgerald School	Miss Mary Rosen	Teacher	500. month

Mr. Solomons moved, seconded by Mrs. Ackermann, to adopt Asst. Superintendent Conley's recommendation that the eight Headstart Child Development Centers and the eight teachers listed above be approved as recommended. On the following roll-call Mr. Solomons motion was adopted: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. McMahon and Mr. Olesen voting "Nay".

On motion by Mrs. Ackermann it was voted on the following roll-call (seconded by Mr. Duehay) to suspend the rules for the purpose of moving reconsideration on the vote adopting the foregoing motion: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. McMahon and Mr. Olesen voting "Nay". On the following roll-call a motion by Mrs. Ackermann, seconded by Mr. Duehay, to reconsider the vote adopting Mr. Solomons' motion failed of adoption: Mr. McMahon and Mr. Olesen voting "Yea"; Mrs. Ackermann, Mr. Duehay, Mr. Solomons and Mayor Hayes voting "Nay"; Mr. Fitzgerald "Absent".

On motion by Mrs. Ackermann, seconded by Mr. Solomons it was voted to recess this meeting until Thursday, February 17, 1966 at 7:30 p.m. in the School Committee offices.

RECESSED:

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(Official Report)

Thursday, February 17, 1966

RECESSED MEETING (From Tues., Feb. 15, 1966)

Present: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes.

Mayor Hayes in the chair.

It was unanimously agreed to refer to consideration of the 1966 School Department Budget.

Joseph A. Kozlowsky, Director of Physical Education and Athletic Activities, appeared before the committee and discussed at length the matter of athletic coaches' salaries. Mr. McMahon moved that a sum of $5,000.00 be included in Schedule A-2 Athletic Salaries in the 1966 budget in anticipation of increases in salaries for coaching personnel and that the Superintendent conduct a survey of coaches' salaries in surrounding communities and make recommendation to the School Committee. Mr. Fitzgerald moved to amend, seconded by Mr. Duehay, by adding "that said survey shall be a comprehensive report to include hours each coach devotes to his particular sport, duties, and the method of appointing coaches". It was voted to adopt Mr. Fitzgerald's amendment. On the following roll-call it was voted to adopt Mr. McMahon's motion as amended by Mr. Fitzgerald "that a sum of $5,000.00 be included in Schedule A-2 Athletic Salaries in the 1966 budget in anticipation of increases in salaries for coaching personnel and that the Superintendent conduct a survey of coaches' salaries paid in surrounding communities, said survey to be a comprehensive report to include hours each coach devotes to his particular sport, duties, and the method of appointment; and, further, that the Superintendent make whatever recommendations he deems appropriate": Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, and Mayor Hayes voting "Yea"; Mrs. Ackermann, Mr. Olesen and Mr. Solomons voting "Nay".

Question came on the following proposed Revised Teachers' Salary Schedule, presented jointly by Mr. Fitzgerald, Mr. McMahon and Mr. Olesen:

Step	**Present Salary**	**Proposed Salary**
Starting Salary	$5300.	$5400.
1	5500.	5700.
2	5700.	6000.
3	6000.	6400.
4	6300.	6700.
5	6600.	7000.
6	6900.	7400.
7	7200.	8000.
8	7500.	8600.
9	7800.	9400.
10	8100.	9400.
11	8400.	9400.

A motion jointly by Mr. Fitzgerald, Mr. McMahon and Mr. Olesen to adopt the foregoing proposed Revised Teachers' Salary Schedule, failed of adoption on the following roll call:

Mr. Fitzgerald, Mr. McMahon and Mr. Olesen voting "Yea"; Mrs. Ackermann, Mr. Duehay, Mr. Solomons and Mayor Hayes voting "Nay".

Question came on the following proposed Revised Teachers' Salary Schedule, with Bachelor Degree

Step	Present Salary	Proposed Salary
Starting Salary	$5300.	$5800.
1	5500.	6100.
2	5700.	6300.
3	6000.	6600.
4	6300.	6900.
5	6600.	7300.
6	6900.	7600.
7	7200.	7900.
8	7500.	8300.
10	8100.	8900.
10	7800.	8600.
11	8400.	9200.

On the following roll-call it was voted NOT to adopt the proposed Revised Teachers' Salary Schedule as recommended by the Cambridge Teachers' Association and set forth above: Mr. Fitzgerald, Mr. McMahon and Mr. Olesen voting "Yea"; Mrs. Ackermann, Mr. Duehay, Mr. Solomons and Mayor Hayes voting "Nay".

Question came on the following proposed Revised Teachers' Salary Schedule with Bachelor Degree, as presented by Mr. Duehay:

Step	Present Salary	Proposed Salary
Starting Salary	$5300.	$5600.
1	5500.	5800.
2	5700.	6100.
3	6000.	6400.
4	6300.	6700.
5	6600.	7000.
6	6900.	7400.
7	7200.	7800.
8	7500.	8200.
9	7800.	8600.
10	8100.	9000.
11	8400.	9400.

MASTER DEGREE AND BEYOND:

Plus $400.	30 Hrs. Beyond Plus $200	Doctorate: Plus $400.

Mrs. Ackermann moved to amend Mr. Duehay's proposed Revised Teachers' Salary Schedule seconded by Mr. Solomons, by striking out the words "Master Degree Plus $400.; 30 Hrs. Beyond, Plus $200.; Doctorate Plus $400." and substituting therefore the recommendation presented by the Cambridge Teachers' Association "Master Degree, Plus $600.; 15 Hrs. Beyond, Plus $200.; 30 Hrs. Beyond, Plus $200; Doctorate Plus $400." On the following roll-call it was voted to adopt Mrs. Ackermann's amendment: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea". On the following roll-call it was then voted to adopt Mr. Duehay's proposed Revised Teachers' Salary Schedule, as amended and set forth below in detail: Mrs. Ackermann, Mr. Duehay, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Fitzgerald, Mr. McMahon and Mr. Olesen "Present".

Step	Present Salary	Proposed Salary (Effective Sept. 1, 1966)
Starting Salary	$5300.	$5600.
1	5500.	5800.
2	5700.	6100.
3	6000.	6400.
4	6300.	6700.
5	6600.	7000.
6	6900.	7400.
7	7200.	7800.
8	7500.	8200.
9	7800.	8600.
10	8100.	9000.
11	8400.	9400.

MASTER DEGREE	AND BEYOND
Plus $600	15 Hrs. Beyond Plus $200; 30 Hrs. Beyond Plus $200; Doctorate Plus $400.

Mr. Duehay moved, seconded by Mrs. Ackermann that the rules of the School Committee be amended by striking out the present Salary Ratio Schedule for Administrators and substituting therefore a proposed revised Salary Ratio Schedule for Administrators as set forth in detail below and presented at the meeting of Jan. 18, 1966: effective September 1, 1966:

PRESENT		PROPOSED (Effective Sept. 1, 1966)
Group One:		Group One:
Ratio 1.15	First Year	Ratio 1.10
1.175	Second Year	1.15
1.20	Third Year	1.20
——	Fourth Year	1.25
Group Two:		Group Two:
Ratio 1.25	First Year	Ratio 1.30
1.39	Second Year	1.35
1.35	Third Year	1.40
1.40	Fourth Year	1.45
Group Three:		Group Three:
Ratio 1.50	First Year	Ratio 1.55
1.55	Second Year	1.60
1.60	Third Year	1.65
1.65	Fourth Year	1.70
Group Four:		Group Four:
Ratio 1.55	First Year	Ratio 1.75
1.69	Second Year	1.80
1.65	Third Year	1.85
1.70	Fourth Year	1.90

All Ratios based on Maximum Teachers' Salary — Bachelor Degree.

Group One: Sub-master; Assistant Directors; Headmaster's Asst. Deans; Director-Boys Voc.

Group Two: Elementary Masters; Assistant Headmasters-High Schools; Directors.

Group Three: Headmasters-High Schools.

Group Four: Assistant Superintendents.

Mr. Fitzgerald moved to amend the foregoing Salary Ratio Schedule for Administrators by adding the following: (seconded by Mr. Duehay)

Group Five (Superintendent of Schools)	Ratio 2.25

and by further adding —

Group	No. Days Worked	Net Hours Per Day	Daily Rate of Compensation	Hourly Rate of Compensation
1	190	7	$55.26	$7.89
2	190	7	64.10	9.16
3	220	8	64.91	8.11
4	230	8	69.39	8.67

For days worked during months other than those reimbursed on the salary schedule, when authorized by the Superintendent, the following rates of reimbursement will apply:

1. Group One:	$30. per day
2. Group Two:	$40. per day
3. Group Three:	$50. per day
4. Group Four:	$60. per day

On the following roll-call it was voted to adopt Mr. Fitzgerald's amendment: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea". On the following roll-call it was then voted to adopt the Revised Salary Ratio Schedule for Administrators as presented by Mr. Duehay and amended by Mr. Fitzgerald and set forth in detail above: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the Superintendent's recommendation that the stipend for Master's Assistants in the elementary school be increased from $300.00 to $500.00 over and above their regular teacher's salary: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons, and Mayor Hayes voting "Yea". (Effective September 1, 1966)

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the Superintendent's recommendation that members of the Staff Board of Examiners not on the Salary Ratio Schedule be paid a differential of $300.00 per year and further than Guidance Counselors receive a differential of $400.00 per year: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea". (Effective Sept. 1, 1966)

On motion by Mr. Olesen, seconded by Mr. McMahon, it was voted that the salary for William F. X. Linskey, Athletic Trainer, be set at the same salary as a teacher with a bachelor degree, $9400.00, effective September 1, 1966: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea". (Effective Sept. 1, 1966)

On motion by Mr. McMahon it was voted on the following roll-call that Civil Service employees be granted a ten percent (10%) increase in salaries in effect Sept. 1, 1966, said increase to be effective Sept. 1, 1966: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

On motion by Mr. Duehay, seconded by Mrs. Ackermann it was voted on the following roll-call that the total of the 1966 School Department budget be reduced by a sum of $300,000.00 in anticipation of "outrages" and, further that the total sum of the 1966 budget be reduced by transferring from the Revolving Accounts F-35 High & Latin School Library (PL874) the sum of $14,000.00 to be earmarked for "Library Books" and from School Grant PL874 the sum of $17,000.00: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

On motion by Mr. Fitzgerald, seconded by Mr. McMahon, it was voted on the following roll-call that the salary for the Secretary of the School Committee be established at $11,000.00 per year, effective September 1, 1966: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

On motion by Mr. Solomons, seconded by Mr. McMahon, it was voted on the following roll-call that the salary for the Chief Custodian be established at $11,000.00 per year, effective September 1, 1966: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

On motion by Mr. Olesen, seconded by Mr. McMahon it was voted on the following roll-call that the sallary for the Business Manager be established at the maximum of $11,000.00 effective September 1, 1966: Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mrs. Ackermann and Mr. Duehay voting "Nay".

On motion by Mr. Fitzgerald, seconded by Mr. Duehay it was voted that the Secretary of the School Committee shall transmit to the City Manager and City Budget Examiner the budget of the School Department as promulgated and adopted by the School Committee for the year 1966, and set forth in detail below, amounting to Six Million, Eight Hundred Seventeen Thousand, Two Hundred Twelve Dollars and Twenty-Seven Cents ($6,817,212.27) or said sum representing the amount necessary for the support of the Cambridge public schools for the year 1966: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Olesen "Present". The rules having been suspended a motion by Mr. Duehay, seconded by Mr. Solomons, to reconsider the vote transmitting the 1966 budget as adopted by the School Committee to the City Manager and Budget Examiner, failed of adoption:

SCHOOL DEPARTMENT BUDGET — 1966

Schedule A-1:			
Teachers' Salaries		$4,845,472.00	
Administration		204,051.38	
Custodians & Janitresses		423,424.44	
Salary increases for all personnel voted by the School Committee 2/17/66 to be effective 9/1/66		210,139.00	
		$5,834,317.27	
Deduct:			
Estimated Outages	$300,000.00		
Transfer from PL874	17,000.00		
Transfer Bal. F-35 Libraries (PL874)	14,000.00	331,000.00	
TOTAL A-1			$5,503,317.27

Schedule A-2:		
Athletic Salaries	52,700.00	
Substitute Teachers	200,000.00	
Evening School Teachers	36,000.00	
Janitorial Services	5,000.00	
	293,700.00	
Summer School Teachers	18,200.00	
TOTAL A-2		$311,900.00
Schedule B-1 Printing & Binding		11,000.00
Schedule B-2 Postage		2,000.00
Schedule B-3 Advertising & Posting		1,000.00
Schedule B-4 Transportation of Persons		5,000.00
Schedule B-5 Cartage & Freight		13,000.00
Schedule B-8 Light & Power		85,000.00
Schedule B-10 Rent		2,000.00
Schedule B-11 Insurance		2,000.00
Schedule B-13 Communications		13,000.00
Schedule B-14 Motor Vehicle Repairs		150.00
Schedule B-18 Cleaning		4,000.00
Schedule B-19 Medical		2,000.00
Schedule B-31 Extermination of Insects		1,500.00
Schedule B-35 Fees		35.00
Schedule B-39 Services Not Otherwise Coded		16,500.00
Schedule B-42 Graduation Expenses		2,500.00
Schedule B-44 Travel Outside State		5,000.00
Schedule D-1 Office Supplies		1,000.00
Schedule D-3 Fuel		80,000.00
Schedule D-5 Medical & Surgical Supplies		500.00
Schedule D-8 Laundry & Cleaning		6,000.00
Schedule D-9 Educational & Recreational Supplies		70,000.00
Schedule D-11 Motor Vehicle-Gasoline & Oil		850.00
Schedule D-15 Chemicals-War Memorial		500.00
Schedule D-16 Supplies Not Otherwise Coded		12,000.00
Schedule D-17 Motor Vehicle Parts		200.00
Schedule D-18 Text Books		75,000.00
Schedule D-19 Library Books		35,000.00
Schedule F-1 Teachers Examinations		1,000.00
Schedule F-2 Tuition to Other Cities		6.000.00
Schedule F-3 Committee Expenses		5,000.00
Schedule F-4 Transportation of Pupils		49,000.00
Schedule F-6 Mental Health Association Fund		16.600.00
Schedule F-7 Non Contributory Pensions		135,000.00
Schedule F-8 Retirement Contribution		90.00
Schedule F-9 High & Latin Commercial Dept.		11.000.00
Schedule F-12 Professional Library & Staff Council		800.00
Schedule F-13 Labor-Materials, Buildings		150,000.00
Schedule F-14 Audio-Visual		10,000.00
Schedule F-15 Special Athletic Fund		39,204.00
Schedule F-16 Music Department		31,525.00
Schedule F-17 Psychiatric Consultant		6,000.00
Schedule F-18 School TV Fees, Dist. #2 (25¢ per pupil)		2.900.00
Schedule G-4 Motor Vehicles		4,000.00
Schedule G-7 Furniture & Fittings:		

Window Shades & Draperies	$5,800.00	
Superintendent's Office	5,000.00	
Classroom Furniture	28,016.00	
Library Furniture	3,450.00	42,266.00
Schedule G-8 Educational & Recreational		6,600.00
Schedule G-9 Office		2,000.00
Schedule G-10 Science		5,000.00
TOTAL BUDGET SCHOOL DEPT. 1966		$6,817,212.27

On motion by Mr. McMahon, seconded by Mr. Fitzgerald, it was voted on the following roll-call to convene in executive session: Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, voting "Yea"; Mrs. Ackermann voting "Nay"; Mr. Duehay and Mr. Solomons "Present".

Executive Session

Petition was received from Margaret M. Leahy, teacher at the High & Latin School, requesting leave of absence of January 10 and January 11, 1966 without loss of salary because of serious illness. On motion by Mr. McMahon, seconded by Mr. Fitzgerald it was voted on the following roll-call that the petition be granted: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Haynes voting "Yea".

The Superintendent reported that the Superintendent recommended that Mrs. Mary Ann LaRosa, permanent part-time junior clerk-typist assigned to the High & Latin School, be granted leave of absence without stipend until the opening of school in September because of illness. On motion by Mr. Fitzgerald, seconded by Mr. McMahon, it was voted to adopt the Superintendent's recommendation.

The Superintendent reported that Miss Karen Jorgensen and Mrs. Wilma N. Mumma, recommended for appointment on February 15, 1966, have withdrawn from the pre-school program. The Board of Examiners recommends Mrs. Eileen Dowcett and Miss Linda J. Filiurin as replacements. On motion by Mrs. Fitzgerald seconded by Mrs. Ackermann it was voted to adopt the Assistant Superintendent's recommendation.

The Superintendent presented a recommendation set forth below, and on motion by Mr. Fitzgerald, seconded by Mr. Solomons it was voted that the Superintendent's recommendation be adopted. Mr. Olesen is recorded as voting "Nay":

—— IN SCHOOL COMMITTEE ——

To the Members of the School Committee:

The Superintendent has received a proposal for the first formal collaborative effort between the Cambridge Public Schools and the Center for Research and Development on Educational Differences at Harvard University.

Dr. Jeanne S. Chall, a nationally known expert in reading will be conducting an advanced course entitled, **DIAGNOSIS AND TREATMENT OF READING DISABILITIES**, at the Harvard Graduate School of Education this spring. This course is designed for experienced teachers, guidance counselors, and reading consultants. Dr. Chall is seeking a total of 15-20 children with a variety of reading disabilities for diagnosis and treatment from the Cambridge schools, grades two through nine.

The School Department would select the students for this program but participation would be voluntary and require parental consent. The course would be conducted at Larsen Hall after regular school hours.

The Superintendent recommends that the School Department participate for the following reasons:

1. the program is voluntary.
2. the instruction is after regular school hours.
3. the course is remedial, not research centered.
4. the gain is to the individual pupil involved.
5. the School Department will receive not only a final summary but also periodic reports of progress on each student.
6. the program will be under the direct supervision of Dr. Chall. Dr. Chall has received her M.A. and Ph.D. from Ohio State. She has been a Professor, City College of New York (Reading) since 1950. Dr. Chall is an acknowledged expert in this field.

Very truly yours,

John M. Tobin,

Superintendent of Schools

The Superintendent reported the resignation of Catherine M. Riley, teacher at the Harrington School, and a member of the faculty for over thirty-eight years. On motion by Mr. Fitzgerald it was voted to accept the resignation and to express to Miss Riley the School Committee's sincere appreciation for the long years of efficient and devoted service she has given the Cambridge School Department.

The Superintendent reported that the Department of Education has informed the Superintendent of Schools that reimbursements have been certified to the Commissioner of Corporations and Taxation and to the Comptroller for the school year ending June 30, 1965 the sum of $204,248.00 for General School Fund (G.D.C.70) and the sum of $58,698.00 for Transportation Account of Assessment (G. O. C. 71, S. 7B).

The chairman ordered laid on the 'calendar' the Superintendent's recommendation that the following text books be approved for use in the Cambridge public schools:

PUBLISHED BY SOUTH-WESTERN PUBLISHING CO.
Clerical Record Keeping, second edition by Baron & Steinfeld

PUBLISHED BY SCIENCE RESEARCH ASSOCIATES, INC.
Today's Mathematics: A guide to concepts and methods in elementary school mathematics by James M. Heddens

On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted that the Superintendent and Chief Custodian be authorized to excuse civil service employees from reporting for duty on Monday, February 21 (day before Washington's Birthday) wherever feasible.

On motion jointly by Mrs. Ackermann and Mr. Fitzgerald it was voted that the chair appoint a sub-committee of the whole to draw up suitable resolutions honoring the retiring City Manager and former Master of the Roberts School, the Hon. John J. Curry.

Mr. Solomons moved, seconded by Mrs. Ackermann, that the Cambridge School Committee permit Attorney General Brooke as a speaker at a future assembly at Cambridge High & Latin School in connection with the Cambridge Civic Unity Committee's "Operation Image Building" project. Mr. Olesen placed objection against action at this meeting and the chair ordered the motion placed on the 'calendar' as required by the rules.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to reconvene in regular session.

On motion by Mr. Duehay, seconded by Mr. Solomons it was voted to ratify and affirm the votes taken in executive session.

It was voted to adjourn;

ADJOURNED.

EDWARD J. O'CONNELL

Secretary of the School Committee

SCHOOL COMMITTEE
(Official Report)

Tuesday, March 1, 1966

Regular Meeting:

Members present: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes.

Mayor Hayes in the chair.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to suspend the regular order of business for the purpose of conducting a hearing on a proposed site for the new Houghton School.

The following persons then appeared and discussed at length the advantages and disadvantages of the proposed site with Mr. Paul Krueger, representing the architects, Sert, Jackson & Associates:

Reuben Dottin
98 Kinnaird St.

David Bailey
32 Kinnaird St.

Mrs. Lucille Crayton
15 Magee St.

Hon. Thomas Coates
City Councillor

Weedon Parris
Kinnaird St.

Mrs. Elizabeth Ashley
Riverside Neighborhood Ass'n.

Hon. Walter Sullivan
City Councillor

Jeremiah Conway
Flagg St.

Everton Johnson
23 Magee St.

Mrs. David Wolfe
9 Ellsworth Ave.

Lawrence Hodgedon
112 Kinnaird St.

At the conclusion of the hearing the chair ordered the regular order of business.

The secretary announced that the minutes of the Recessed Meeting of February 17, 1966 should be corrected, on Page 3 under "Master Degree" should read $600.00 instead of $400.00: on Page 5 a motion by Mr. McMahon should read "That Civil Service employees be granted a ten percent (10%) increase in salaries in effect Sept. 1, 1966, said increase to be effective Sept. 1, 1966."; on Pages 6 and 8 wherever it says "Assistant Superintendent recommends" it should read "Superintendent recommends". On motion by Mr. Fitzgerald, seconded by Mr. Solomons it was voted that the minutes of the recessed meeting of Feb. 17, 1966, together with the corrections as stated, be laid on the table.

On motion by Mr. Olesen, seconded by Mr. Duehay it was voted to make part of the minutes the following communication from Boston College:

February 18, 1966

Chairman and Members, School Committee
School Department
Cambridge, Mass.

Gentlemen:

Although we have not yet held our February 24th Seminar, "Boston in the Age of John Fitzgerald Kennedy", as part of our participation in Winterfest at the Boston Auditorium, we felt that this letter should be sent to you concerning another special Citizen Seminar, to be held on March 9th. We would be hopeful that you might attend both.

At the Boston College campus on March 9th, there will be a Seminar dealing with the important topic of "Re-Shaping Urban Education-Alternatives to Inequality."

The Moderator for this Seminar will be Dr. Donald C. Klein, Director, Human Relations Center, Boston University. Speakers will include Honorable Thomas S. Eisenstadt, Chairman, Boston School Committee; Mrs. Ellen Jackson, Chairman, "Exodus" Program; Dr. Leon Trilling, Member, Brookline School Committee and Chairman, Metropolitan Council for Educational Opportunities; and Dr. Bradbury Seasholes, Professor of Political Science, Lincoln Filene Center, Tufts University.

Through this letter, may we invite you to be with us on this occasion. We will hold this Seminar in Room 412, Fulton Hall, unless the numbers of attendees make a larger hall necessary, and we will have registration at 3:30 p.m., as heretofore. The Seminar will start promptly at 3:55 p.m., followed by a social hour and evening meal.

May we ask that you let this office know of your plans for attending the Seminar and the evening meal, or either, at your earliest convenience, for university planning purposes. Also, at this particular Seminar, may we ask our conferees at the evening meal to sit with persons whom you may not have met until this Seminar, hopefully to carry on in an informal way the discussion of the Seminar itself. The subject matter of this meeting is terribly important. For this reason, we would like our friends to converse with one another on items brought out by speakers, hoping that through word of mouth, we can carry the message and intent of the Seminar this one step further.

Cordially yours,

R.S.V.P. (Rev.) W. Seavey Joyce, S.J.
Tel: 332-3200, Ext. 266 Dean

On motion by Mr. Olesen it was voted to place on file a communication from the Department of Education relative to the use of PL874 money by a school committee and including a copy of a decision of the Mass. Supreme Judicial Court: and, further, that a copy be sent to each member.

The following communication was received from Bernard J. Flannery, Supervisor of School Lunch Program:

March 1, 1966

Mr. John M. Tobin
Superintendent of Schools
Cambridge, Mass.

Dear Sir:

Participation in the hot lunch program at the High & Latin School has increased to such an extent that I feel it imperative to appoint another cook for this school. Also at present there is a vacancy of Cook in the Harrington School Cafeteria.

I therefore request that the School Committee be asked to establish another position of Cook for the High & Latin School Cafeteria and that Civil Service be requisitioned for authorization for promotion from among the Cafeteria Helpers of qualified persons to fill these two vacancies.

Very truly yours,

/s/ Bernard J. Flannery
Supervisor of School Lunch Program

On motion by Mr. McMahon, seconded by Mr. Solomons it was voted to approve the request of the Supervisor of Cafeterias and that Civil Service be asked for authorization to make the required promotions.

It was voted on motion by Mr. Duehay, seconded by Mr. Olesen, to place on file a communication from William Lackie, junior building custodian assigned to the M. E. Fitzgerald School, thanking the committee for granting him leave of absence.

It was voted to refer to the sub-committee on Buildings & Grounds, on motion by Mr. Solomons, seconded by Mr. Olesen, a communication from the New England Tel. & Tel. Co., relative to the location of an outdoor telephone booth in front of the Longfellow School.

On motion by Mr. Fitzgerald, seconded by Mr. Olesen it was voted to make part of the records a notice from the Teachers' Retirement Board that Agnes M. MacLean, teacher at the Charles G. Harrington School and who will attain age 70 in April 1966, be granted permission to continue in employment until the end of the School year, June 1966 in accordance with the provisions of Chap. 348 of the Acts of 1954.

On motion by Mr. McMahon, seconded by Mr. Olesen, it was voted on the following roll-call, that the first two applicants on the certified civil service list for junior building custodian, who have expressed their willingness to accept the position, namely Gerard P. Dionne, 24 Dover St., Cambridge and Domingos D. Barbosa, 28 Leonard Avenue, Cambridge, be appointed junior building custodians at a salary of $95.03 per week: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea". The rules having been suspended, a motion by Mr. Olesen, seconded by Mr. McMahon, to reconsider the foregoing vote, hoping same would not prevail, failed of adoption.

There being no objection the chairman ordered referred to the "calendar" a communication from the Civic Unity Committee asking the School Committee to reconsider Mr. Brooke as a speaker at a future assembly at High & Latin School.

SUPERINTENDENT OF SCHOOLS
(Reports and Recommendations)

On motion by Mr. Duehay, seconded by Mr. McMahon it was voted to adopt the Superintendent's recommendation that the following dates be approved for the Americanization and Evening School Graduations:

Americanization and Evening Elementary School Graduation	Tuesday, April 12, 1966
Evening High School and Rindge Evening Industrial School Graduation	Thursday April 14, 1966

The Superintendent presented the resignations of Constance L. Gibbons, teacher for the past five years at the Roberts School, effective April 1, 1966 and of Pamela Orpet Smith, teacher for one year at the Fletcher School, effective March 11, 1966. On motion by Mr. Olesen, seconded by Mrs. Ackermann it was voted to suspend the rules for the purpose of acting on these resignations. On motion by Mr. Duehay, seconded by Mr. Solomons it was voted that the resignations be accepted. Mr. Fitzgerald is recorded as voting "Nay".

The Superintendent reported the marriage on February 19, 1961 of Frances E. Dewire, teacher at the M. E. Fitzgerald School to Steven J. Calabro and that her name will now appear on our records as Frances E. Calabro; the marriage on February 12, 1966 of Margaret A. Haley, teacher at the Webster School to Daniel C. Healy, Jr., and that her name will now appear on our records as Margaret A. Healy.

On motion by Mrs. Ackermann, seconded by Mr. Solomons it was voted to adopt the Superintendent's recommendation that the Cambridge Teachers' Association be granted permission to use the Cleveland Auditorium at the High & Latin School for the purpose of sponsoring a matinee performance of "Carnival" for pupils in the elementary schools, the proceeds of which to be used for the M. E. Fitzgerald Scholarship Fund.

On motion by Mr. McMahon, seconded by Mrs. Ackermann, it was voted to adopt the Superintendent's recommendation that the students of the High & Latin School be granted permission to voluntarily participate in a debating contest sponsored by the Cambridge Tuberculosis & Health Association in cooperation with the Middlesex Tuberculosis and Health Association.

The chairman ordered laid on the "calendar' as required by the rules the Superintendent's recommendation that the following text books be approved for use in the Cambridge public schools:

Published by Sentinel Books
How to Dissect, by Wm. Berman
Let's Explore with the Electron, by Alfred Bender
Discover the Stars, by Johnson and Adler
Let's Explore Chemistry, by Nathan Feifer
Hunting with the Microscope, by Johnson and Bleifeld
Experimental Biology, by Wm. Berman

On motion by Mr. Duehay, seconded by Mr. Olesen, it was voted that the following communication from the Cambridge Economic Opportunity Committee, be placed on the "calendar":

February 24, 1966

Mr. John Tobin, Superintendent
Cambridge School Department
1700 Cambridge Street
Cambridge, Massachusetts

Dear Mr. Tobin:

The Cambridge Economic Opportunity Committee, Inc. received word on February 23, 1966 from the Regional Office of the Office of Economic Opportunity in New York that a total of $120,000,000 has been made available for the Summer Head Start Program. These funds are outside the CAP guidelines, which is to say they will not be charged against the CAP allotment for Cambridge.

On Monday evening, February 21, 1966, the City-Wide Educational Task Force unanimously recommended to the Board of Directors of CEOC that application be made for a summer program. This recommendation was made to the Cambridge Economic Opportunity Committee Board of Directors by Mr. Stanley Ganz, Chairman of the City-Wide Task Force on Education, on Wednesday evening, February 23, 1966 at their regularly scheduled meeting. The Board instructed the staff of CEOC to prepare a *proposal* for its approval prior to the submission deadline of March 31, 1966.

The School Department has been intimately involved in this program from its inception, and the proposed summer program will benefit greatly from the continued support of your department. It is our hope that this matter can be presented to the School Committee at its next regularly scheduled meeting which is, I believe, March 1, 1966 and that their recommendation will be made at the following regularly scheduled meeting of the School Committee on March 15, 1966. It is important that we have their recommendation, including the use of facilities, etc., before March 21, 1966, at which time the preliminary proposal will be presented to the City-Wide Task Force on Education just sixteen days before application deadline.

We look forward to cooperating once again with the School Department in this worthwhile effort.

Sincerely yours,

Daniel F. Clifford
Executive Director

On motion by Mr. Olesen, seconded by Mr. Duehay it was voted that John R. Moot, President, and Daniel F. Clifford, Executive Secretary of the Cambridge Economic Opportunity Committee, together with Mr. Clifford's assistants, be invited to be present at the next meeting of the Cambridge School Committee on March 15, 1966 at 7:30 p.m. in the School Committee offices for the purpose of informing the School Committee as to the present status of Project Headstart.

On motion by Mr. Solomons, seconded by Mr. Olesen, it was voted to adopt the Superintendent's recommendation that seniors at High & Latin School and Rindge Technical School be granted permission to voluntarily participate in the Eighth Annual Scholarship Award Program sponsored by the Mass. State Labor Council, AFL-CIO.

The Superintendent presented the members with copies of supporting data in connection with the 1966 budget and it was voted to place same on file.

On motion by Mr. Solomons, seconded by Mr. Duehay it was voted to adopt the following Parent-Teacher Pupil Schedule as presented by the Superintendent:

1966 Spring Parent-Teacher-Pupil Meetings

Rindge Technical	Feb. 9, Wednesday	7:00 p.m.
Vocational School-Boys	Feb. 9, Wednesday	7:00 p.m.
High & Latin School	Feb. 16, Wednesday	7:00 p.m.
High & Latin School	March 2, Wednesday	7:00 p.m.
Russell School	March 3, Thursday	7:00 p.m.
Haggerty School	March 7, Monday	7:30 p.m.
Peabody School	March 7, Monday	7:30 p.m.

Webster School	March 7, Monday	7:00 p.m.
Abraham Lincoln	March 8, Tuesday	7:00 p.m.
Agassiz	March 9, Wednesday	7:00 p.m.
Houghton	March 9, Wednesday	7:15 p.m.
Longfellow School	March 9, Wednesday	7:15 p.m.
Morse	March 9, Wednesday	7:15 p.m.
Thorndike	March 9, Wednesday	7:30 p.m.
Vocational School-Girls	March 9, Wednesday	7:30 p.m.
Putnam	March 14, Monday	7:00 p.m.
M. E. Fitzgerald	March 16, Wednesday	7:30 p.m.
Fletcher	March 16, Wednesday	7:30 p.m.
C. G. Harrington	March 16, Wednesday	7:30 p.m.
Roberts	March 16, Wednesday	7:30 p.m.

On motion by Mr. McMahon, seconded by Mr. Solomons it was voted to adopt the Superintendent's recommendation that the Morgan Memorial be granted permission to conduct their annual collection of clothing in the various schools on Friday, April 26.

On motion by Mr. Duehay, seconded by Mr. Solomons it was voted that the following communication from Educational Services Incorporated relative to sponsoring a summer program at the Peabody School, be placed on the "calendar":

February 28, 1966

Mr. John M. Tobin
Superintendent of Schools
Cambridge School Department
1700 Cambridge Street
Cambridge, Mass.

Dear Mr. Tobin:

For three summers the Cambridge School Department and Educational Services Incorporated have collaborated successfully to provide a program for the children of your city. At the same time our purposes in curriculum development and research in teacher training have been accomplished, each year lending a particular emphasis and focus to the summer school. We have operated in three different school facilities while enrolling a broad cross-section of the community, as diverse in ethnic and social economic elements as one finds in Cambridge itself. I believe that you will agree that these programs have met with a warm response from the parents of the children who have participated, and also from the teachers and administrators of your department who have been involved. Indeed, we hope that we have helped you in raising the level of competence of the teaching and learning of science in the elementary schools of Cambridge.

Our plans for the summer ahead have crystallized around a request which has come to us from the Peace Corps to provide the base, with particular emphasis on the technical studies in science, for a Training Program for Volunteers who will be teaching science in the elementary schools of the Philippines. In our response we have stressed what we feel to be the value of deep exposure of the Volunteers to children in an ongoing school situation. As the Volunteers become familiar with our curricular materials, we would wish them to bring them to children in small and flexible groups in the manner of practice teachers. The school experience for the children would be a broad one, with activities in art, music, language, and social studies, thus affording the prospective teachers with an opportunity to observe, if not participate, in a comprehensive elementary program. The school would be staffed, as in the past, with carefully selected teachers, and we would hope to have some Cambridge teachers in the group. Costa Leodas, who has in the past directed the ESI Summer Schools, will be doing this again, and he has already explored with your Assistant Superintendents, Edward Conley and David Hockman, prospective candidates for these positions, as well as the general requirements of site preference, maintenance, transportation, and related logistical matters.

Because of the advisability of close proximity to residential facilities for the Peace Corps Volunteers which have been obtained at Radcliffe, we are requesting the use of the Peabody School on Linnaean Street for the summer of 1966. We would hope to be able to move into the school building at the earliest possible opportunity following the close of the school year in June, and to remain in residence as late as possible in August, realizing the need of your Department to ready the building for the Fall term.

In the span of years in which we have established summer schools, mindful of our responsibility to our sponsors, the National Science Foundation, and of your responsibility to the community, we have pursued a course in which Cambridge has assumed each year an increased share of the financial burden, deriving greater educational gains, over and beyond the program for the children. This outline of benefits to the Cambridge schools and to the children of the city will provide perspective for considering the year at hand:

Summary of Cambridge Summer School

Costs and Benefits

Year	Benefits	Costs	
1963	175 children	$ 0.	Total
1964	175 children	$ 4,500.	Teacher salaries
	15 Teachers trained	——	maintenance (budget)
	in/by ESS, with followup	$ 4,500.	Total
1965	115 children	$ 4,000.	Teacher salaries
	4 Teachers trained	3,500.	transportation
	(ungraded classes	——	maintenance (budget)
	team teaching	$ 7,500.	Total
	further ESS)		
1966 proposed	400-450 children	$ 5,000.	Teacher salaries
	4 Teachers trained	5,000.	transportation
		——	maintenance (budget)
		2,250.	extra maintenance
		$12,250.	Total (Proposed)

It is our proposal then, that your School Department assume responsibility for maintenance and transportation costs, and for one third of the cost of staffing the school. The total cost of operating the Summer School is expected to exceed thirty thousand dollars. The projected enrollment is between 400 and 450 boys and girls, considerably enlarged beyond past groups. As in the past, we propose to charge a minimum tuition of twenty dollars, largely to gain the commitment of the families sending children, and we further propose to provide scholarships to those families for which the expenditure will be a hardship. In 1965 over half of the children in the ESI Summer School received scholarships, with particular heed paid to the city-wide delineation of Poverty Areas and its applicability here.

In summary, let me say that I look forward to another summer of the collaboration which has already proved to be mutually beneficial to our organizations. I hope that this request meets with your approval and that you can recommend it heartily to your School Committee for appropriate action. Mr. Leodas and Mr. Richard Vittitow, Project Director for the Philippine Peace Corps Training Program, are ready to answer any questions that occur to you and your colleagues and to present this proposal to your School Committee.

Sincerely yours,

Charles Walcott
Director

A motion by Mr. Fitzgerald, seconded by Mr. McMahon, to convene in executive session, failed of adoption on the following roll-call: Mr. Fitzgerald, Mr. McMahon and Mr. Olesen voting "Yea"; Mrs. Ackermann, Mr. Duehay, Mr. Solomons and Mayor Hayes voting "Nay".

The following report of the Sub-committee on Buildings & Grounds was presented by Mr. McMahon, chairman of the sub-committee:

COMMITTEE ON BUILDINGS & GROUNDS

Meeting of Feb. 24 and Feb. 28, 1966

Members present: Mr. McMahon-Chairman, Mr. Duehay, Mr. Fitzgerald.

Mr. Raymond D'Arcy, Headmaster of High & Latin School, Mr. David Hockman, Assistant Superintendent of Schools and your Sub-committee on Buildings & Grounds made a thorough inspection of the High & Latin School building, and after a meeting with all custodians assigned to this building, requested the senior custodian to draw up a work-load plan for each junior custodian with a view to improving the unsatisfactory conditions, and present his report to the Committee on Buildings & Grounds.

It was voted to recommend that a position of Senior Building Custodian be established at M. E. Fitzgerald School and a position of Senior Building Custodian be established at the Charles G. Harrington School.

It was voted to recommend that the first three names on the certified Civil Service Promotional List for Senior Custodians, namely Edward J. Martin, Alphonse J. Centofanti and Joseph L. Dynan be appointed to fill the three positions of Senior Building Custodian; and, further, that William J. Martin be reassigned to Senior Custodian at the Chas. G. Harrington School; that Edward J. Martin be assigned to Senior Custodian at the M. E. Fitzgerald School; that Alphonse J. Centofanti be assigned to Senior Custodian at the High & Latin School; that Joseph L. Dynan be assigned to Senior Custodian at the Rindge Technical School.

The following communication was received from Arnold W. Nelson and Edward R. Rigione, junior building custodians:

James P. Fitzgerald, Chairman
Committee on Buildings & Grounds
Cambridge School Committee
Cambridge, Mass.

Dear Sir:

We, the undersigned, being junior building custodians assigned to maintenance work, respectfully petition consideration of the following proposal.

Attached is a partial list of some of the work assigned to us. From the general description you will see that a great deal of it is hard and of a very hazardous nature, requiring many mechanical skills. We are very often called upon to perform this work outside regular working hours which keeps us unofficially on call at all times.

We would appreciate being designated as junior buildings custodians-travelers, and officially placed on call to carry out these duties.

We are certain that an investigation will reveal that our jobs save the School Department thousands of dollars each year in plumbing, steam-fitting, electrical, carpentry and boiler repairs as well as setting glass — jobs beyond the scope of junior building custodians.

In consideration of the skills we offer, the hazardous nature of the work involved and the unusual work-hours which are and will be assigned to us, that your committee consider awarding us a stipend of $500.00 a year each, over and above our salaries as junior building custodians.

Very truly yours,

Arnold W. Nelson
Edward R. Rigione

WORK PERFORMED

GLAZING: (A very hazardous job)

Standing out on window jacks, replacing broken glass in all school buildings and on all floors.
Also using a 30-foot extension ladder in some buildings to replace the glass.
(We save most broken pieces of glass to cut into smaller sizes for other schools.)

PLUMBING:

Repairing and replacing leaky pipes, drinking fountains, toilets, urinals and other plumbing utilities.
Clogged drains and roto-rooter work on main sewer lines.

STEAM-FITTING:

Repairing and replacing steam lines in and around boilers, steam traps, feed lines, radiators, univents and such jobs asked of us.
Packing steam valves.
Replacing pumps in man holes, craw spaces under buildings and wherever needed.

ELECTRICAL:

Replacing switches, and over-head light bulbs in gym ceilings and stairways.
Also doing other minor repairs.

CARPENTRY:

Replacing broken window cords with chains, doors, hindges, door lock spindles and knobs.
Also hanging door closers.

BOILER:

Repairing boilers such as plugging tubes when leaking, leaky fusable plugs, gauge, and glasses.
Replacing gauges when needed.
Any job that can prevent a major repair, is done.

OIL BURNERS:

Minor repairs such as cleaning relay points, plugged oil lines; and nozzle spinners.
Replacing tubes in fire eye box.
Starting burners that have locked out on flame failure.

Your sub-committee concurs in a recommendation of the Chief Custodian that the request contained in the foregoing communication be granted and that Arnold W. Nelson and Edward R. Regione be designated Junior Building Custodian-Emergency On-Call and that they receive a stipend of $700.00 over and above their present salaries as Junior Building Custodians, subject to approval by Civil Service, said increment to be in effect while they are on this emergency basis.

It was voted to recommend that Civil Service be requisitioned for a list of persons eligible to fill two positions of Junior Building Custodian, one junior custodian to fill an existing vacancy and one to be assigned to the High & Latin Cafeteria in conformity with a report from the Assistant Superintendent adopted by the School Committee.

It was voted to adjourn;

ADJOURNED.

EDWARD M. McMAHON
Chairman

On motion by Mr. McMahon, seconded by Mrs. Ackermann it was voted on the following roll-call that the foregoing report of the Committee on Buildings & Grounds be accepted and the recommendations contained therein be adopted: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea". The rules having been suspended, a motion by Mr. Olesen, seconded by Mr. McMahon, to reconsider the foregoing vote, hoping same would not prevail, failed of adoption.

On motion by Mr. Duehay, seconded by Mr. McMahon, it was voted on the following roll-call to convene in executive session: Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen and Mayor Hayes voting "Yea"; Mrs. Ackermann and Mr. Solomons voting "Nay".

On motion by Mrs. Ackermann, seconded by Mr. Duehay, it was voted to place on file a communication from Edward D. McCarthy, Asst. City Solicitor, advising that they had denied a claim of Workmans Compensation received from Mrs. Elizabeth Palmer, teacher at the Peabody School.

The Secretary presented a report from the Board of Examiners for the position of Assistant Headmaster at High & Latin School, indicating the Final Grading of Candidates, which is a listing of grades received in each category and the total grade earned by each candidate. On motion by Mr. Duehay, seconded by Mr. Olesen it was voted that the list be made part of the records in accordance with rank only:

1. Marie E. McCabe
2. William J. Joyce
3. William J. Reagan
4. Joseph G. McKenna
5. Charles L. Nugent
6. Paul F. Dawson
7. William J. Coughlan
8. James M. Landrigan, Jr.
9. David D. Ronan
10. Anthony J. Burno

The Superintendent recommended that Marie E. McCabe, the first person on the examined list, be appointed Assistant Headmaster at the High & Latin School at a salary of $10,500.00, effective March 1, 1966. Mr. Olesen moved, seconded by Mrs. Ackermann to adopt the Superintendent's recommendation. The chairman ordered the recommendation and motion placed on the 'calendar' as required by the rules.

Mr. McMahon moved adoption of the Superintendent's recommendation, (seconded by Mr. Duehay) that Ruth F. Boland, Director of the Bureau of Pupil Services be granted leave of absence without loss of salary for the purpose of attending the meetings of the American Personnel and Guidance Association to be held in Washington, D. C. on April 4, 5, 6 and 7, 1966. Mr. Olesen moved to amend, seconded by Mrs. Ackermann, that any member of the School Committee desiring to attend the meetings of the American Personnel & Guidance Association, may do so at committee expense. It was voted to adopt the amendment. Mr. Duehay is recorded as voting "Nay" on the amendment. On the following roll-call it was then voted to adopt the Superintendent's recommendation as amended: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

On motion by Mr. Duehay, seconded by Mr. Solomons it was voted to reconvene in regular session.

A motion by Mrs. Ackermann to recess until Tuesday, March 8, 1966, failed of adoption.

On motion by Mr. Olesen, seconded by Mrs. Ackermann, it was voted to ratify and affirm the votes taken in executive session.

On motion by Mrs. Ackermann it was voted to recess until Tuesday, March 8, 1966 at 7:30 p.m. (Mr. McMahon seconded the motion).

RECESSED:

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(Official Report)

Tuesday, March 8, 1966

Recessed Meeting:

Recessed from the regular meeting of March 1, 1966.

Members present: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, and Mr. Solomons.

Vice-Chairman Fitzgerald in the chair.

On motion by Mr. McMahon, seconded by Mrs. Ackermann, it was voted on the following roll-call to adopt a recommendation of the Chief Custodian that Mrs. Rita Murphy, presently employed as a School Matron on an emergency basis, be employed provisionally until such time as Civil Service establishes a list for this postion, subject to approval by Civil Service: Mrs. Ackermann, Mr. Duehay, Mr. McMahon, Mr. Solomons and Vice-Chairman Fitzgerald voting "Yea"; Mr. Olesen and Mayor Hayes "Absent".

On motion jointly by Mr. Duehay and Mrs. Ackermann, seconded by Mr. Solomons, it was voted to make part of the minutes the following communication from the City Manager and that the City Manager and the Principal Architect for the proposed new Russell-Haggerty Elementary School be requested respectfully to be present at the next meeting of the School Committee to be held on Tuesday, March 15, 1966 at 7:30 p.m. in the School Committee offices; and, further, that the architect be requested to present at this meeting all available boring data on borings in this area of Callanan Field:

March 8, 1966

To the Honorable, the Cambridge School Committee
Cambridge School Committee
1700 Cambridge Street
Cambridge, Massachusetts

Dear Sirs and Madam:

On March 7, 1966, I received your order dated February 8, 1966, requesting my predecessor to instruct the architect for the proposed new Russell-Haggerty School to take appropriate borings on the proposed Callanan Field site.

Upon inquiry from the architect, I have been advised that the estimated cost of such borings would be in the vicinity of $5,000.00. I am further informed that there has been no definite determination of a site for the so-called consolidated Russell-Haggerty School.

My further information is that when Dean Belluschi of the Massachusetts Institute of Technology was consulted on that problem, he felt that there would be enough information available from the test made during the construction of the nearby armory, to make a preliminary determination of the architectural feasibility of this particular site.

While I believe with you that your school building program must go forward with all possible dispatch, nevertheless, I am reluctant to spend $5,000.00 boring the site which may never be finally considered.

I would suggest, therefore, that upon your determination of a site and notification to me of that determination, I shall forthwith proceed with the problem of borings.

Trusting that this decision will not inconvenience you, I am,

Sincreely yours,
Joseph A. DeGuglielmo
City Manager

The Superintendent presented the following communication from Joseph R. Rogers, Headmaster of Ipswich High School:

February 24, 1966

Principal
Cambridge High & Latin School
Cambridge, Mass.

Dear Sir:

At Ipswich High School we would like to attempt to promote better understanding and appreciation for people of other races. This is difficult for us because we have no negro families in our community and very few oriental families. In order to avoid the confusion of presenting more differences than that of race, we need the help of a school with negroes of socio-economic backgrounds similar to those of our students. We're requesting help from you.

We would like to propose a tentative plan to exchange four students between our schools for three days, sometime during March. We would like to have four negro students visit Ipswich High School while four of our students visit Cambridge High to become familiar with an integrated school. The Ipswich Fair Housing and Equal Rights committee will arrange transportation to and from Ipswich and Cambridge on each of the three days.

We hope you will consider this proposal. It will be of great assistance to us.

Sincerely,

/s/ Joseph R. Rogers
Principal

The Superintendent recommended that we endorse enthusiastically and accept the proposal as outlined in the foregoing communication from the Principal of Ipswich High School. On motion by Mr. Solomons, seconded by Mrs. Ackermann it was voted to adopt the Superintendent's recommendation.

There being no objection the chairman ordered placed on the 'calendar' the following recommendation of the Superintendent with regard to the policy of the Cambridge School Committee relative to educational programs supported by Federal funds affecting the use of our schools:

1. No program will be considered which will require the use of additional space in the present school building, during the hours the schools are in session.

2. Programs which supplement the regular school programs and do not require the use of additional space will be considered.

3. Primary consideration will be given to programs of a supplementary

> nature as noted in paragraph 2 and to programs which in no way interfere with the use of school buildings for regularly scheduled school programs.

There being no objection the chairman ordered made part of the minutes the following notice from the Superintendent:

> The Superintendent wishes to inform the School Committee of his intent to apply for a Basic grant and a Relative Effort grant under provisions of the 1966 Massachusetts State Plan for Title II, P.L. 89-10; School Library Resources, Textbooks and other Instructional Materials.
>
> Computation of our provision allotment will be based on a formula; approximately $1.55 per pupil as of Fall Membership Statistics for 1965-1966.
>
> Total allotment approximately $17,296.45.
>
> Expenditures for printed library materials must not be less than 70%. Of the balance, expenditures for textbooks must not be more than 10%.

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Calendar:

On motion by Mr. Duehay, seconded by Mrs. Ackermann, it was voted on the following roll-call to adopt the recommendation to establish a program of Instrumentation Technology in the 13th and 14th grade Technical Institute, as set forth in a communication from Robert R. Sweeney, Headmaster of Rindge Technical School and spread in its entirety in the minutes of February 1, 1966: Mrs. Ackermann, Mr. Duehay, Mr. McMahon, and Mr. Solomons and Vice-Chairman Fitzgerald voting "Yea"; Mr. Olesen and Mayor Hayes "Absent".

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to adopt a proposed amendment to the rules, recommended by the Secretary at the meeting of Feb. 1, 1966, by adding at the beginning of Sec. 5, Chap. III the following sentence: "Motions, orders and resolutions shall require a second and no debate shall be in order until the chair states the immediately pending question."

On motion by Mr. Duehay, seconded by Mrs. Ackermann, it was voted to spread on the mintues the Superintendent's report and recommendation, presented at the meeting of February 1, 1966, relative to a petition from parents of the Haggerty School District whose children now attend Russell School, requesting that busses be provided for their children because the Russell School is a considerable distance from their homes:

January 31, 1966

The Superintendent respectfully submits the following report in compliance with a School Committee order of January 19th that he study a petition of some parents of the Haggerty School requesting that busses be provided for the Haggerty children attending the Russell School.

The Superintendent does not recommend that bussing is necessary for the following reasons that:

1. the maximum distance from any area in Corcoran Park by a logical route is .9 miles, the nearest part of the Corcoran Park by the same route is .7 mile.

2. the children are able to walk on sidewalks all the way from home to school.
3. children younger, pupils grade 6 and below, go to the Russell School as of this date for dental treatment.
4. children for many years prior to September 1965 have gone regularly from the Haggerty School to the Russell School for courses in Industrial Arts and Home Economics without incidence.
5. this view is shared by the Master of the Russell School and the Master's Assistant at the Haggerty School.
6. the Assistant Superintendent for Elementary Schools has reviewed this situation and has recommended to me that bussing is not necessary.
7. the administrators in both schools and those concerned in this office have had no complaints about the present status.

The Superintendent is as concerned as any parent or as any member of the School Committee with the safety of pupils. As a result of this concern the Superintendent has ordered the Assistant Superintendent to make a continuing survey of this situation.

John M. Tobin
Superintendent

On motion by Mr. McMahon, seconded by Mrs. Ackermann, it was voted to lay on the table a proposed amendment to the rules, presented by Mr. McMahon at the meeting of February 1, 1966, that Chap. VIII, Sec. 19, paragraph entitled "requirements for Major Positions" be amended by adding — "Recruitment of candidates for promotional examinations for Major Positions shall be confined to the professional staff of the Cambridge public school system."

On motion by Mr. McMahon, seconded by Mrs. Ackermann, it was voted to lay on the table a proposed amendment to the rules presented by Mrs. Ackermann at the meeting of Feb. 1, 1966 by striking out in the last paragraph of the Teachers' Salary Schedule the words 'five steps' and substituting therefore the words 'ten steps' so that the paragraph in its entirety shall read: "One year of teaching experience is required for initial appointment. One step on the salary schedule is allowed for each year of teaching experience beyond the initial step, up to ten steps — no fractional part of year is considered."

On motion by Mr. McMahon, seconded by Mr. Duehay it was voted to adopt the text books recommended by the Superintendent at the meeting of February 15, (recessed and adjourned Feb. 17) 1966.

On motion by Mr. Solomons, seconded by Mr. McMahon it was voted to lay on the table a motion presented by Mr. Solomons at the meeting of Feb. 15 (recessed and adjourned on Feb. 17) 1966, seconded by Mrs. Ackermann that the Cambridge School Committee permit Attorney General Brooke as a speaker at a future assembly at the Cambridge High & Latin School in connection with the Cambridge Civil Unity Committee's 'Operation Image Building' project."

Awaiting Report:

On motion by Mr. Duehay, seconded by Mr. McMahon, it was voted to place on file the request for a report from the Superintendent on the petition of Guidance Counselors that they be placed on the Ratio Plan Salary Schedule at a ratio of 1.2, inasmuch as this matter was taken care of in the 1966 budget.

NEW BUSINESS

On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted that the Committee on Buildings & Grounds study the auditorium and gymnasium rental fees being charged to organizations other than the Cambridge School Department together with the custodial fees which are paid directly to the custodians for functions outside of regular school programs; and, further, that the Committee on Buildings & Grounds present any recommendations which they feel will more equitably distribute these paid details among all the custodians together with a plan whereby all custodian fees paid will be on record in the School Department office.

The chairman ordered laid on the 'calendar' as required by the rules the following motion and amendment to the rules, presented by Mr. Solomons: "That the recommendation of the Superintendent adopted at the meeting of Sept. 21, 1965 to establish the positions of Director of Mathematics and Director of Social Studies immediately and to establish the position of Director of Science, Director of Language Arts and Director of Language the following year, be amended by striking out the time for establishing the latter three Director positions: and, further, that the rules of the School Committee be amended by adding "The positions of Director of each of the following areas be established forthwith:

a. Mathematics
b. Social Studies
c. Science
d. Language Arts
e. Language

On motion jointly by Mr. McMahon and Vice-Chairman Fitzgerald, seconded by Mrs. Ackermann, it was voted that all public schools will close at 12:00 Noon on Evacuation Day, Thursday, March 17, 1966 and that the Superintendent and Chief Custodian be authorized to maintain a skeleton force of Civil Service Employees from 12:00 Noon.

Mr. Duehay in the chair.

There being no objection the chair ordered placed on the 'calendar' a motion by Vice-Chairman Fitzgerald, seconded by Mr. McMahon that the Business Manager shall establish an inventory of all furniture and furnishings, all other equipment, text books and educational supplies, for each public school building in the city. The inventory shall set forth the approximate age and value of each item. In carrying out this project he shall have the services of a clerk and the assistance of the Assistant Superintendents of Schools. Each master or headmaster shall be instructed by the Superintendent to cooperate and give every assistance required by the Business Manager to establish a complete inventory. The business manager shall furnish to each member of the committee a copy of the inventory when completed or not later than June 21, 1966.

On motion by Vice-Chairman Fitzgerald, seconded by Mr. McMahon, it was voted that whenever a public school building is broken into or vandalism committed, the master of the school shall immediately notify the Superintendent, the Business Manager and the Chief Custodian, setting forth the amount of loss or damage. The Superintendent shall, within twenty-four hours after receiving such report, notify each member of the School Committee, in writing, of each incident describing in detail the building affected, the type and scope of damage or loss.

The chairman ordered placed on the 'calendar' as required by the rules the following proposed amendment to the rules as presented by Vice-Chairman Fitzgerald: "All lists established as the result of an examination shall remain in existence for a period of three years from the date of promulgation."

Vice-Chairman Fitzgerald in the chair.

On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted that the Superintendent report to the School Committee on his plans for implementing the suggestions of the Rindge Visiting Committee.

It was unanimously agreed to place on the 'calendar' the following Resolution on former City Manager, John J. Curry:

IN SCHOOL COMMITTEE

March 1, 1966

WHEREAS: John J. Curry, City Manager of the City of Cambridge from 1952 to 1966, first entered the service of his native city as a public school teacher at Rindge Technical School, on Sept. 1. 1925; and

WHEREAS: With originality, vision and courage in thought, speech and act, he ably assisted in laying the foundations of an establishment for the training of youth in usefulness to themselves and their fellows; and

WHEREAS: Because of these attributes he was successively promoted to Master's Assistant at Rindge Technical School in 1929; to Master of the Fletcher Grammar School in 1931 and to Master of the Roberts Grammar School in 1936; and

WHEREAS: Emphasizing that it is more important to be right than to be rich and that success in life is measured in terms of service, he won recognition in the world of ideas — in academic life and in the world of action which calls itself practical — and was appointed as City Manager of the City of Cambridge on August 4, 1952; and

WHEREAS: During his services as City Manager he brought about a notable improvement in the organization of the various City departments and greatly invigorated their work by more effective and sympathetic contact, and indicative of his deep and sincere interest in the educational system of Cambridge, was responsible for the erection of four new school buildings, the M. E. Fitzgerald School, the Charles G. Harrington School, the Morse School and the Peabody School, as well as the War Memorial building.

Therefore, be it

RESOLVED: That, attesting to the inspiration and support which City Manager John J. Curry brought to the deliberations of the City of Cambridge, we, the Cambridge School Committee, cannot allow his present withdrawal to pass without mention of our gratitude for the wise and effective service he has given the City of Cambridge for the past forty years — twenty-seven years as a member of the faculty of the Cambridge School Department and thirteen years as City Manager — and to wish him all the satisfaction of a life of great usefulness because of its independent devotion to realizable ideals.

On motion by Mrs. Ackermann, seconded by Mr. Duehay, it was voted that the School Committee strongly backs the decision of the Cambridge City Council to demand a new study of the desirability of an Inner Belt route through Cambridge. New attitudes toward urban planning have been developed since the Belt was proposed nearly twenty years ago. The Committee urges that this matter be brought to the attention of Mr. Robert Weaver, Secretary for Urban Affairs.

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted that the City Manager be requested to have the architect for the proposed new Houghton School, Sert, Jackson and Associates, prepare as soon as possible for the consideration of the School Committee, a model of a school building — of three stories or more if necessary — which could be built on the site entitled "Exhibit B, Schedule A" without the parcel of land on Magee Street, but otherwise conforming to the Superintendent's educational specifications.

There being no objection the chairman ordered placed on the 'calendar' the Superintendent's recommendation that the following persons be appointed as a Board of Examiners for the position of Headmaster's Assistant-English Department, Rindge Technical School.

IN SCHOOL COMMITTEE

March 8, 1966

Recommended, Meeting of December 7. 1965; — "It was voted to adopt the Superintendent's recommendation that he be authorized to recommend a Board of Examiners for the position of Headmaster's Assistant-English Department, Rindge Technical School."

In compliance with the above Recommendation I desire to submit the following names for the approval of the School Committee to serve as a Board of Examiners for the position of Headmaster's Assistant-English Department, Rindge Technical School:

Mr. Everett Conway, Head Master, Boston Technical High School.
B.S., Boston University, 1926.
M.Ed., Boston University, 1927.
Boston College Graduate School, 35 Credits.
Forty years in Boston School Department.
Sixteen years Junior Master, Roxbury Memorial High (Girls)-(1928-1944).
Master, Head of Department (English), Roxbury Memorial High (Boys), (1944-1946).
Master, Head of Department (English), Boston Latin School (1957-1958).
Head Master, Boston Technical High School since 1958.

Mr. James T. Lape, Head of English Department, Wellesley High School.
A.B., Mount Union College, 1936.
A.M., Western Reserve University, 1938.
A.M., Harvard University, 1945.
Teacher of English from 1939 to 1960.
Five years Wadsworth, Ohio, Head of Department.
Professor of English at Mount Union College, two years.

Mr. Reed K. Taylor, Head of English Department, Arlington High School.
A.B., Emerson College, (With Honors).

M.Ed., Boston State.
Courses: University of Maine - Boston University - Columbia.
Teaching Experience at North Andover High School.
Co-ordinator of Language Arts, Arlington School System.
Co-ordinator of Language Arts, Wayland Senior High School, seven years.

On motion by Mr. McMahon, seconded by Mr. Solomons, it was voted to adjourn.

ADJOURNED.

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(Official Report)

Tuesday, March 15, 1966

Regular Meeting:

Members present: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes.

Mayor Hayes in the chair.

On motion by Mr. Solomons, seconded by Mr. McMahon it was voted to suspend the regular order of business for the purpose of conducting a hearing on the site of the proposed new Haggerty-Russell School.

It was unanimously agreed to move the hearing from the School Committee offices to the large room, Room 259 in the Rindge Technical School Building.

The following persons appeared and expressed their views on the proposed site:

Rev. Carl N. Edwards
168 Brattle St., Pres. Russell P.T.A.

Mrs. Joan Norton
10 Park Ave.,
Pres. Haggerty P.T.A.

Carol Donough
134 Lexington Ave.

Walter Aikman
22 Fayerweather St.,
Pres. Neighborhood Ten Assn.

Roger Marshall
33 Linnaean St.,
Rep. Neighborhood Nine and
Peabody P.T.A.

Mario Tocci
3 Thingvallia Ave.

Lewis Armistead
66 Fresh Pond Parkway

City Councilors
Cornelia Wheeler
William Maher

John Stainton
20 Maynard Place

Edward McCabe
40 Huron Ave.

David Wylie
53 Reservoir St.

Joseph E. Murphy
118 Lexington Ave.

John F. Barry
53 Grozier Road

Edward McNaulty
67 Upland Road

Joseph Harrington
139 Larch Road

Fred Mannis
Aberdeen Ave.

Mildred Vickers
17 Sparks Street

Anna Ciccolo
15 Locust St.

Mr. U. Gore
19 Field Street

On motion by Mr. Fitzgerald, seconded by Mr. McMahon, it was voted that the hearing be concluded and that the committee resume the regular order of business.

The rules having been suspended it was voted to adopt a motion by Mr. McMahon, seconded by Mr. Duehay, that special public meetings of the School Committee be held for the purpose of reviewing site plans for the three proposed new school buildings, The Russell-Haggerty School, the Houghton School and the Putnam-Thorndike School. The first meeting shall be held on Wednesday, March 23, 1966 at 7:30 p.m. in the Haggerty School auditorium; the second meeting shall be held on Sunday, March 27, 1966 at 7:30 p.m. in the Houghton School Auditorium; the third meeting shall be held on Sunday, April 3, 1966 at 7:30 p.m. in the Thorndike School Auditorium. The press shall be informed that the School Committee plans to reach a decision on the selection and approval of sites for these proposed new buildings at the regular meeting of the School Committee offices. The Superintendent is herewith instructed to inform all the parents of children in the Russell, Haggerty, Houghton, Putnam and Thorndike Schools of these special meetings and to include in the notice to parents the architects proposed sites.

City Manager Joseph A. DeGuglielmo appeared before the committee and discussed at length the overall city building plans now under consideration by his office. On motion by Mr. Fitzgerald it was voted that the School Committee express to City Manager DeGuglielmo their appreciation for his appearing at this meeting.

On motion by Mr. Fitzgerald, seconded by Mr. Duchay, it was voted to recess this meeting until Tuesday, March 22, 1966 at 7:30 p.m. in the School Committee offices.

RECESSED:

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE

(Official Report)

Tuesday, March 22, 1966

Recessed Meeting:

Recessed by vote of the School Committee from the regular meeting of March 15, 1966.

Members present: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes.

Mayor Hayes in the chair.

On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted to suspend the regular order of business for the purpose of conducting a hearing on the site for the proposed new Houghton School.

Mr. Krueger, representing Sert, Jackson & Associates, architects for the proposed new Houghton School, presented a layout of a proposed building four stories high; one level down, one at grade and two levels up from Putnam Avenue. At the conclusion of the hearing it was agreed to refer this matter to the special meeting scheduled for Sunday, March 27, 1966 at the Houghton School.

On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted to suspend the rules for the purpose of hearing representatives from the Cambridge Economic Committee relative to the summer Head Start Program.

Mr. Moot, Mr. Clifford and Mr. Flynn appeared and outlined the plans for the summer program for the Head Start Program. At the conclusion of the hearing Mr. Duehay moved, seconded by Mr. Solomons, that the School Committee accept the proposal of the Cambridge Economic Opportunity Committee, as contained in a communication dated February 24, 1966 and spread on the minutes in its entirety below; and, further, that the application be referred to the Superintendent for study and report. A motion by Mr. Fitzgerald, seconded by Mr. Olesen, that the matter be tabled until the next meeting, failed of adoption on the following roll-call: Mr. Fitzgerald, Mr. McMahon, Mr. Olesen voting "Yea"; Mrs. Ackermann, Mr. Duehay, Mr. Solomons and Mayor Hayes voting "Nay". It was then voted to adopt Mr. Duehay's main motion:

February 24, 1966

Mr. John Tobin, Superintendent
Cambridge School Department
1700 Cambridge Street
Cambridge, Massachusetts

Dear Mr. Tobin:

The Cambridge Economic Opportunity Committee, Inc. received word on February 23, 1966 from the Regional Office of the Office of Economic Opportunity in New York that a total of $120,000,000 has been made available for the Summer Head Start Program. These funds are outside the CAP guidelines, which is to say they will not be charged against the CAP allotment for Cambridge.

On Monday evening, February 21, 1966, the City-Wide Educational Task

Force unanimously recommended to the Board of Directors of CEOC that application be made for a summer program. This recommendation was made to the Cambridge Economic Opportunity Committee Board of Directors by Mr. Stanley Ganz, Chairman of the City-Wide Task Force on Education, on Wednesday evening, February 23, 1966 at their regularly scheduled meeting. The Board instructed the staff of CEOC to prepare a proposal for its approval prior to the submission deadline of March 31, 1966.

The School Department has been intimately involved in this program from its inception, and the proposed summer program will benefit greatly from the continued support of your department. It is our hope that this matter can be presented to the School Committee at its next regularly scheduled meeting which is, I believe, March 1, 1966 and that their recommendation will be made at the following regularly scheduled meeting of the School Committee on March 15, 1966. It is important that we have their recommendation, including the use of facilities, etc., before March 21, 1966, at which time the preliminary proposal will be presented to the City-Wide Task Force on Education just sixteen days before application deadline.

We look forward to cooperating once again with the School Department in this worthwhile effort.

Sincerely yours,
Daniel F. Clifford
Executive Director

On the following roll-call a motion by Mr. Solomons, seconded by Mrs. Ackermann, to suspend the rules for the purpose of hearing representatives from Educational Service Incorporated relative to their plans for a summer school at the Peabody School, failed to receive the required five votes for adoption: Mrs. Ackermann, Mr. Duehay, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Fitzgerald, Mr. McMahon and Mr. Olesen voting "Nay".

It was voted to resume the regular order of business.

Having filed the proper notice required by the rules of the School Committee, Mr. Olesen moved reconsideration of the vote taken at the regular meeting held on March 1, 1966 adopting the motion "To accept the resignations of Constance L. Gibbons, teacher at the Roberts School, effective April 1, 1966 and of Pamela Orpet Smith, teacher at the Fletcher School, effective March 11, 1966. On the following roll-call it was voted to adopt the motion "to reconsider": Mrs. Ackermann, Mr. Fitzgerald, Mr. McMahon, and Mr. Olesen voting "Yea"; Mr. Duehay, Mr. Solomons and Mayor Hayes voting "Nay". On the recurring question it was voted on the following roll-call to adopt a motion by Mrs. Ackermann, seconded by Mr. Solomons, that the matter be referred to executive session: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

On motion by Mr. Fitzgerald, seconded by Mr. Olesen, it was voted to approve as presented the minutes of the regular meeting of February 1, 1966, special meeting of February 4, 1966, recessed meeting of February 7, 1966, recessed meeting of February 8, 1966, special meeting of February 8, 1966, regular meeting of February 15, 1966, regular meeting of March 1, 1966 and recessed meeting of March 8, 1966.

Mrs. Ackermann moved, seconded by Mr. Solomons, to make part of the minutes a communication from the League of Women Voters of Cambridge relative to use of abandoned school property and scarce recreation areas in

Cambridge. Mr. Fitzgerald offered a substitute motion, seconded by Mr. McMahon, that the communication be placed on file. It was voted to adopt Mr. Fitzgerald's substitute motion.

On motion by Mr. Fitzgerald, seconded by Mr. McMahon, it was voted to place on file a communication from Janet Higonnet, 7 Bowdoin St., Cambridge relative to the position of Library Supervisor for Cambridge public school libraries.

A communication was received from the Peabody PTA asking permission to mount a plaque outside the school library bearing the inscription "Raymond G. D'Arcy Library, Headmaster 1950-1965". Mr. Duehay moved, seconded by Mr. Solomons, that permission be granted to install the plaque as requested, but that the plaque be corrected to read "Master" rather than "Headmaster". On motion by Mr. Olesen, seconded by Mr. McMahon, it was voted on the following roll-call to refer this matter to the Committee on Buildings & Grounds: Mr. Fitzgerald, Mr. McMahon, Mr. Olesen and Mayor Hayes voting "Yea"; Mr. Duehay, and Mr. Solomons voting "Nay"; Mrs. Ackermann "Present".

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted to accept the resignation of Mary J. Flynn, as cashier in the Cafeteria of the Harrington School, effective March 25, 1966.

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted to accept the resignation of Mary G. Remington as Cafeteria Helper assigned to the Cafeteria of the Rindge Technical School, effective March 18, 1966.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to accept the resignation of Rita P. Murphy as permanent part-time junior clerk-typist assigned to the Longfellow School, effective March 1, 1966.

SUPERINTENDENT OF SCHOOLS
(Reports and Recommendations)

On motion by Mr. McMahon, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that the Cambridge Baseball League of Cambridge be granted permission to contact each school by telephone for the purpose of informing eligible boys that tryouts will be held throughout the entire city; and, further, that the Central Division of the Cambridge Baseball League be granted permission to circulate entry blanks in all public schools for the coming baseball season.

On motion by Mr. Duehay, seconded by Mr. McMahon it was voted to adopt the Superintendent's recommendation that the following dates be approved for graduation exercises of the Cambridge High & Latin School and the Rindge Technical School:

High & Latin School, Monday, June 6, 1966 at 6 p.m.
on the lawn of the War Memorial Building

Rindge Technical School, Tuesday, June 7, 1966 at 6 p.m.
on the lawn of the War Memorial Building.

On motion by Mr. Olesen, seconded by Mr. Duehay, it was voted to accept the resignation of Francis M. McFaun, teacher of elementary science, effective April 15, 1966.

On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that a proposal for a "School Home

Liaison Project" be approved for submittal to the Mass. Department of Education for funding under the provisions of Title I, PL 89-10 Elementary and Secondary Education Act.

On motion by Mr. Solomons, seconded by Mr. McMahon, it was voted to adopt the Superintendent's recommendation that the Cambridge Chapter, American Red Cross, be granted permission to distribute throughout the public schools swimming applications in connection with the annual "Learn To Swim" campaign.

REPORTS OF COMMITTEES

Mr. McMahon, chairman of the sub-committee on Buildings & Grounds presented the following report:

Committee on Buildings & Grounds

Monday, March 14, 1966

Present: Mr. McMahon, Chairman, Mr. Duehay, Mr. Fitzgerald.

Your committee considered a communication referred to it by the School Committee, from the New England Telephone & Telegraph Company, concerning the location of an outdoor telephone booth adjacent to the Longfellow School. After due deliberation your committee recommends that because of the potential danger in installing a telephone booth in this area, that the project be abandoned for the time being.

It was voted to refer to Assistant Superintendent Hockman, a motion adopted by the School Committee that the Committee on Buildings and Grounds study the auditorium and gymnasium rental fees being charged to organizations other than the Cambridge School Department, together with the custodial fees which are paid directly to the custodians for functions outside of regular school programs; and, further, that your committee present any recommendations which will more equitably distribute paid details among all the custodians.

It was voted to recommend that George Hannafin, junior building custodian, be granted a stipend of $100.00 for his services as acting Senior Custodian while temporarily filling the vacancy caused by the retirement of Mr. McHugh and until the appointment of Mr. Dynan, as permanent Senior Custodian.

Respectfully submitted,

EDWARD M. McMAHON
Chairman

On motion by Mr. Solomons, seconded by Mrs. Ackermann it was voted to ammend the foregoing report by referring back to the Committee on Buildings & Grounds that section of the foregoing report relating to the installation of an outdoor telephone booth at Longfellow School, for further study. On motion by Mr. McMahon, seconded by Mrs. Ackerman, it was voted on the following roll-call to adopt the foregoing report of the Committee on Buildings & Grounds, as amended: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Calendar:

On motion by Mr. Fitzgerald, seconded by Mrs. Ackerman, it was voted to adopt the text books recommended by the Superintendent at the meeting of March 1, 1966.

The communication from Cambridge Economic Opportunity Committee was acted on at the beginning of this meeting.

On motion by Mr. Olesen, seconded by Mr. Fitzgerald, it was voted on the following roll-call to place on the table a communication from Educational Services Incorporated relative to sponsoring a summer program at the Peabody School: Mr. Fitzgerald, Mr. McMahon, Mr. Olesen and Mayor Hayes voting "Yea"; Mrs. Ackermann, Mr. Duehay and Mr. Solomons voting "Nay".

On motion by Mr. Duehay, seconded by Mr. Olesen it was voted to adopt (by roll-call vote) the Superintendent's recommendation, presented at the meeting of March 1, 1966 that Marie E. McCabe, first person on the examined list, be appointed Assistant Headmaster at the High & Latin School at a salary of $10,500.00 per year, effective March 1, 1966: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea". The rules having been suspended a motion by Mr. Olesen to reconsider the foregoing vote, hoping same would not prevail, failed of adoption.

On motion by Mr. Olesen, seconded by Mr. McMahon, it was voted to adopt the Superintendent's recommendation, presented at the meeting of March 1, 1966, that the policy of the Cambridge School Committee with relation to educational programs supported by Federal funds affecting the use of our schools, shall be as follows:

1. No program will be considered which will require the use of additional space in the present school buildings, during the hours the schools are in session.
2. Programs which supplement the regular school programs and do not require the use of additional space will be considered.
3. Primary consideration will be given to programs of a supplementary nature as noted in paragraph 2 and to programs which in no way interfere with the use of school buildings for regularly scheduled school programs.

On the following roll-call it was voted to adopt a proposed amendment to the rules, presented by Mr. Solomons at the meeting of March 1, 1966 and seconded by Mr. McMahon, that "The positions of each of the following areas be established forthwith: (a) Mathematics; (b) Social Studies; (c) Science; (d) Language Arts; (e) Language." Mrs. Ackermann, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, and Mr. Solomons voting "Yea"; Mr. Duehay and Mayor Hayes voting "Nay".

Question came on a motion by Mr. Fitzgerald, seconded by Mr. McMahon, presented at the meeting of March 1, 1966 that the Business Manager shall establish an inventory of all furniture and furnishings, all other equipment, text books and educational supplies, for each public school building in the city. The inventory shall set forth the approximate age and value of each item. In carrying out this project he shall have the services of a clerk and the assistance of the Assistant Superintendents of Schools. Each master or headmaster shall be instructed by the Superintendent to cooperate and give every assistance required by the Business Manager to establish a complete inventory. The Business Manager shall furnish to each member of the committe a copy of the inventory when completed or not later than June 21, 1966. On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to amend the foregoing motion by adding in the first line the words "shall establish a perpetual inventory". It was then voted to adopt the motion as amended.

On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted to suspend the rules for the purpose of moving reconsideration at this meeting of the vote adopting the proposed amendment to the rules the positions of Directors of Mathematics, Social Studies, Science, Language Arts and Language: Mrs. Ackermann, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen and Mr. Solomons voting "Yea"; Mr. Duehay and Mayor Hayes voting "Nay". A motion by Mr. Olesen to reconsider the vote establishing the aforementioned positions, hoping same would not prevail, failed of adoption.

Question came on a proposed amendment to the rules, presented by Mr. Fitzgerald at the meeting of March 1, 1966, seconded by Mr. McMahon that "All lists established as the result of an examination shall remain in existence for a period of three years from the date of promulgation." It was unanimously agreed to change the words "Three years" to "Two years"; On the following roll-call it was voted to adopt the proposed amendment to the rules "All lists established as the result of an examination shall remain in existence for a period of two years from the date of promulgation": Mrs. Ackermann, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Duehay voting "Nay". The rules having been suspended, a motion by Mr. Fitzgerald, seconded by Mr. Olesen, to reconsider the foregoing vote, hoping same would not prevail, failed of adoption.

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was unanimously voted to adopt the following resolution:

March 1, 1966

WHEREAS: John J. Curry, City Manager of the City of Cambridge from 1962 to 1966, first entered the service of his native city as a public school teacher at Rindge Technical School, on Sept. 1, 1925; and

WHEREAS: With originality, vision and courage in thought, speech and act, he ably assisted in laying the foundations of an establishment for the training of youth in usefulness to themselves and their fellows; and

WHEREAS: Because of these attributes he was successively promoted to Master's Assistant at Rindge Technical School in 1929; to Master of the Fletcher Grammar School in 1931 and to Master of the Roberts Grammar School in 1936; and

WHEREAS: Emphasizing that it is more important to be right than to be rich and that success in life is measured in terms of service, he won recognition in the world of ideas — in academic life and in the world of action which calls itself practical — and was appointed as City Manager of the City of Cambridge on August 4, 1952; and

WHEREAS: During his services as City Manager he brought about a notable improvement in the organization of the various City departments and greatly invigorated their work by more effective and sympathetic contact, and indicative of his deep and sincere interest in the educational system of Cambridge, was responsible for the erection of four new school buildings, the M. E. Fitzgerald School, the Charles G. Harrington School, the Morse School and the Peabody School, as well as the War Memorial building.

Therefore, be it

RESOLVED: That, attesting to the inspiration and support which City Manager John J. Curry brought to the deliberations of the City of Cambridge, we, the Cambridge School Committee, cannot allow his present withdrawal to pass without mention of our gratitude for the wise and effective service he has given the City of Cambridge for the past forty years — twenty-seven years as a member of the faculty of the Cambridge School Department and thirteen years as City Manager — and to wish him all the satisfaction of a life of great usefulness because of its independent devotion of realizable ideals.

On motion by Mr. Olesen, seconded by Mr. McMahon, it was voted to adopt the Superintendent's recommendation, presented at the meeting of March 1, 1966, that the following persons be appointed as a Board of Examiners for the position of Headmaster's Assistant, English Dept., Rindge Technical School:

Mr. Everett Conway, Headmaster
Boston Technical High School

Mr. James T. Lape,
Head of English Department
Wellesley High School

Mr. Reed K. Taylor,
Head of English Department
Arlington High School

Tabled Matters:

On motion by Mr. McMahon, seconded by Mr. Olesen, it was voted to take from the table a motion presented at the meeting of January 4, 1966 "that the names of all members of the School Committee appear on all diplomas awarded to public school students at the various graduations in June 1966". On motion by Mr. McMahon, seconded by Mr. Olesen, it was voted on the following roll-call to adopt the motion that the names of all members of the School Committee appear on all diplomas awarded to public school students at the various graduations in June 1966: Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, and Mayor Hayes voting "Yea"; Mrs. Ackermann, Mr. Duehay, Mr. Solomons voting "Nay".

On motion by Mr. McMahon, seconded by Mr. Olesen it was voted to take from the table a motion presented at the meeting of January 4, 1966 "that it shall be the policy of the School Committee to have the members of the School Committee assigned to represent the School Committee at the various elementary school graduations, award the diplomas and that the chairman of the School Committee award the diplomas to the high school graduates". On motion by Mr. McMahon, seconded by Mr. Olesen, it was voted on the following roll-call to adopt the motion that "It shall be the policy of the School Committee to have the members of the School Committee assigned to represent the School Committee at the various elementary school graduations, award the diplomas and that the chairman of the School Committee award the diplomas to the high school graduates"; Mr. Duehay, Mr. Fitzgerald, Mr. McMahon and Mr. Olesen and Mayor Hayes voting "Yea"; Mrs. Ackermann voting "Nay"; Mr. Solomons "Present".

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to take from the table a motion presented at the meeting of February 16, 1966 "that the Cambridge School permit Attorney General Brooks as a speaker at a future assembly at the Cambridge High & Latin School in connection with the Cambridge Civic Unity Committee's "Operation Image Building" project. On the following roll-call it was then voted to adopt the motion by Mr. Solomons, seconded by Mrs. Ackermann that the Cambridge School Committee permit Attorney General Brooke as a speaker at a future assembly at the Cambridge High & Latin School in connection with the Cambridge Civic Unity Committee's "Operation Image Building" project; Mrs. Ackermann, Mr. Duehay, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Fitzgerald, Mr. McMahon and Mr. Olesen voting "Nay".

On motion by Mr. McMahon, seconded by Mr. Duehay, it was voted to take from the table the minutes of the meeting of Feb. 17, 1966 with the following corrections: Page 3 under "Master Degree" should read $600. instead of $400; Page 5 a motion by Mr. McMahon should read "That Civil Service employees be granted a ten percent (10%) increase in salaries in effect September 1, 1966, said increase to be effective Sept. 1, 1966; on Pages 6 and 8 wherever it says "Assistant Superintendent recommends" it should "Superintendent recommends". On motion by Mr. McMahon, seconded by Mr. Fitzgerald, it was voted to approve the minutes of the meeting of February 17, 1966 as corrected.

On motion by Mr. McMahon it was voted to convene in executive session.

EXECUTIVE SESSION

On motion by Mr. Fitzgerald, seconded by Mr. McMahon it was voted on the following roll-call to adopt a recommendation of the Director of Physical Education & Athletic Activities, concurred in by the Superintendent, that the following athletic personnel be appointed:

Richard D. Maloney David Goodwin John P. Sennott Richard Curcio Thomas F. McCarron	Elementary Baseball Coaches — $175.00 for season.
William Doran	Tennis Coach — $8. per day
James Travers	Elementary Baseball Umpire — $175. for season

Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

The Superintendent advised the committee that during the time the 1966 budget was under consideration he had presented a request from Ruth F. Boland, Director of the Bureau of Pupil Services requesting additional assistance for Dr. Frank A. Straccia, Psychiatric Consultant for the School Department. The Superintendent recommended that Dr. John H. Brennan be appointed assistant to Dr. Straccia for the purpose of extending the psychiatric program. Mr. McMahon moved, seconded by Mr. Olesen, to adopt the Superintendent's recommendation. Mr. Fitzgerald, seconded by Mrs. Ackermann, moved that the matter be placed on the table. After considerable discussion Mr. Fitzgerald was granted unanimous consent to withdraw his motion "to table". An motion for the previous question, presented by Mr. Olesen and seconded by Mr. McMahon, prevailed. On the following roll-call it was then voted to adopt the Superintendent's recommendation that Dr. John H. Brennan be appointed assistant to Dr. Straccia for the purpose of extending the psychiatric program: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

On motion by Mr. Fitzgerald, seconded by Mr. McMahon it was voted on the following roll-call to adopt the recommendation of Bernard J. Flannery, Supervisor of Cafeterias, that Mrs. Florence Daly, cafeteria helper at High & Latin School and Mrs. Grace Galligan cafeteria helper at the Harrington School, be promoted to Cook to fill vacancies in the schools to which they are now assigned, said persons being the only two qualified persons to make applications: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

On motion by Mr. Fitzgerald, seconded by Mr. McMahon, it was voted on the following roll-call that the members of the Cambridge School Committee and the Secretary of the School Committee, be authorized to attend the annual convention of the National School Boards Association to be held at Minneapolis, Minnesota from April 23 to April 25, 1966; and, further, that a sum not to exceed $600.00 per person shall be advanced against expenses: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

On motion by Mr. Fitzgerald, seconded by Mr. McMahon, it was voted to reconvene in regular session.

On motion by Mr. Duehay, seconded by Mr. Fitzgerald it was voted to ratify and affirm the votes taken in executive session.

On motion by Mr. Solomons, seconded by Mr. Olesen, it was voted to adjourn;

ADJOURNED.

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(Official Report)

Wednesday, March 23, 1966

Special Meeting:

Called by vote of the School Committee at the meeting of March 15, 1966 and held in the auditorium of the Haggerty School.

Members present: Mrs. Ackermann, Mr. Duehay, Mr. McMahon, Mr. Olesen and Mr. Solomons.

In the absence of the Chairman and the Vice-Chairman the secretary called the meeting to order.

On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted that Mr. Duehay be elected temporary chairman.

The chairman introduced Mr. Pietro Belluchi, principal architect for the proposed new Russell-Haggerty School, who outlined and explained site plans for the proposed new school.

The following persons appeared and discussed at length the proposed plans:

State Representative
Geo. W. Spartichino

City Councilor
Alfred E. Vellucci

Mrs. Joan Norton,
Pres. Haggerty PTA
10 Park Avenue

Rev. Carl Edwards
Pres. Russell School PTA
168 Brattle Street

Eleanor Gibson
69 Standish Street

Mrs. Anna Ciccolo
15 Locust Street

Mrs. Anna Sutton
40 Park Avenue

Mrs. John H. Graham
67 Griswald Street

Mrs. Rossow
18 Aberdeen Avenue

Mr. Arena
87 Oxford Avenue

Salvatore Bonacci
28 Vineyard Street

Mrs. James Ayers
89 Holworthy Street

U. H. Gore
19 Field Street

Fred Mannix
Aberdeen Avenue

Francis DePace
109 Holworthy Street

Russell Baker
Griswold Street

Mary Coolidge
3 Blanchard Road

Marrio Tocci
3 Thingvalia Avenue

Barbara Maloney
Lexington Avenue

David Wylie
51 Reservoir Street

Michael Bonnachi
Commander VFW

Grace Ayers
89 Holworthy Street

Mrs. Lewis Armistead
66 Freshpond Parkway

Roger Kay
Lakeview Avenue

Ernest Brennan
Chilton Street

Santo Casia
7 Vinyard Street

Pat Talarico
30 May Street

Alan Postlethwaite
Blanchard Road

Marie Facey
Aberdeen Avenue

Stan Erusian
Griswald Street

Mrs. Calluso
Mrs. Prios
Rose Sealy

At the conclusion of the discussion it was voted on motion by Mr. Duehay, seconded by Mr. Solomons, to adjourn;

ADJOURNED.

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(Official Report)

Sunday, March 27, 1966

Special Meeting: (Held in the auditorium of the Houghton School)

Called by vote of the School Committee at the meeting of March 15, 1966 for the purpose of discussing the site plans for the proposed new Houghton School.

Members present: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes.

Mayor Hayes in the chair.

Mr. Krueger, representing Sert, Jackson & Associates, architects for the proposed new building presented recommendations for a site for the new building.

The following persons appeared and discussed the proposed site:

Weedon Paris
Kinnaird Street

Phil Washiek
99 Kinnaird Street

Everett Johnson
22 Magee Street

David Bailey
Pres. Neighborhood 9
Association

At the conclusion of the hearing it was voted to adjourn;

ADJOURNED.

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(Official Report)

Tuesday, March 29, 1966

Special Meeting:

Called by His Honor Mayor Hayes for the purpose of considering and acting on communications dated February 28, 1966 and March 23, 1966 received from Educational Services, Inc., seeking permission to use the Peabody School for their summer program project as outlined in the aforementioned communications.

Present: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Olesen, Mr. Solomons and Mayor Hayes.

Mayor Hayes in the chair.

There being no objection the chairman ordered made part of the minutes the following additional communication from Educational Services, Inc., dated March 28, 1966:

March 28, 1966

Mr. John M. Tobin
Superintendent of Schools
Cambridge School Department
1700 Cambridge Street
Cambridge, Massachusetts

Dear Mr. Tobin:

Since I wrote you on February 28th, we have considered the proposed budget for the Elementary Science Study Summer School this summer. At your suggestion, we have tried very hard to find ways in which the amount of money to be contributed by Cambridge could be reduced.

As a result of our deliberations, we feel that the absolute minimum amount which would permit us to run the school would be $8,400. For this amount we would plan to enroll between 400 and 450 students recruited from all parts of the city. As in the past, no youngster would be refused admission because of inability to pay tuition.

I hope that it will be possible for you to join us in this enterprise.

Sincerely yours,
Charles Walcott

Professor Charles Walcott, representing Educational Services, Inc., and Mr. Richard Vittitow, representing the Peace Corps appeared and discussed the matter with the School Committee.

Mr. Solomons, moved, seconded by Mr. Duehay, that the School Committee accept and approve the summer program proposed by Educational Service, Inc., and to participate to the extent outlined in the communications dated February 28, 1966 and March 28, 1966. A motion by Mr. Olesen, seconded by Mr. Fitzgerald that the entire matter be referred to the City Solicitor for opinion, presenting at the same time a statement of facts, failed of adoption on the following roll-call: Mr. Fitzgerald and Mr. Olesen voting "Yea"; Mrs. Ackermann, Mr. Duehay, Mr. Solomons and Mayor Hayes voting "Nay"; Mr. McMahon

"Absent". It was then unanimously agreed to allow Mr. Solomons to amend his motion by adding "and that an entire statement of facts in this case be referred to the City Solicitor for his approval". On the following roll-call it was then voted to adopt the motion by Mr. Solomons, seconded by Mr. Duehay, that the School Committee accept and approve the summer program proposed by Educational Service, Inc., and to participate to the extent outlined in the communications dated February 28, 1966 and March 28, 1966 and that an entire statement of facts in this case be referred to the City Solicitor for approval: Mrs. Ackermann, Mr. Duehay, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Fitzgerald and Mr. Olesen "Present"; Mr. McMahon "Absent".

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to adjourn;

ADJOURNED.

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(Official Report)

Tuesday, April 5, 1966

Regular Meeting:

Members present: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes.

Mayor Hayes in the chair.

A motion by Mr. Olesen, seconded by Mr. McMahon, to suspend the regular order of business for the purpose of considering, at this time, the matter now on the 'calendar' of site selections for the proposed new schools, failed to receive the required five votes on the following roll-call: Mr. Fitzgerald, Mr. McMahon, Mr. Olesen and Mayor Hayes voting "Yea"; Mrs. Ackermann, Mr. Duehay and Mr. Solomons voting "Nay".

Having filed the proper notice required by the rules, Mr. Duehay moved, seconded by Mrs. Ackermann, to reconsider the vote taken at the meeting of March 15, 1966 (recessed and adjourned March 22, 1966) adopting the motion "that it shall be the policy of the School Committee to have the members of the School Committee assigned to represent the School Committee at the various elementary school graduations award the diplomas and that the Chairman of the School Committee award the diplomas and that the Chairman of the School Committee award the diplomas to the high school graduates." On the following roll-call the motion 'to reconsider' prevailed: Mrs. Ackermann, Mr. Duehay, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Fitzgerald, Mr. McMahon and Mr. Olesen voting "Nay". On the recurring question it was voted on motion by Mr. Duehay, seconded by Mr. Solomons (by roll-call vote) to place the matter on file: Mrs. Ackermann, Mr. Duehay, Mr. Solomons, and Mayor Hayes voting "Yea"; Mr. Fitzgerald, Mr. McMahon, and Mr. Olesen voting "Nay".

Having filed the proper notice required by the rules, Mr. Duehay moved, seconded by Mr. Solomons to reconsider the vote taken at the meeting of March 15, 1966 (recessed and adjourned on March 22, 1966) adopting the motion "that the names of all members of the School Committee appear on all diplomas awarded to public school students at the various graduations in June 1966." On the following roll-call it was voted to adopt the motion "to reconsider": Mrs. Ackermann, Mr. Duehay, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Fitzgerald, Mr. McMahon and Mr. Olesen voting "Nay". The chair ordered the recurring question. A motion by Mr. Duehay, seconded by Mr. Solomons, to place the matter on file, failed of adoption. On query by the chairman it was agreed that if the motion is adopted again that the names of the members appear in print rather than signature form on the diplomas. On the following roll-call it was then voted on motion by Mr. Olesen, seconded by Mr. McMahon "that the names of all members of the School Committee appear on all diplomas awarded to public school students at the various graduations in June 1966:" Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, and Mayor Hayes voting "Yea"; Mrs. Ackermann, Mr. Duehay and Mr. Solomons voting "Nay".

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to approve as presented, the minutes of the regular meeting of March 15, 1966, recessed and adjourned on March 22, 1966.

On motion by Mr. Duehay, seconded by Mr. Solomons it was voted to place on file a communication from the State Department of Education, relative to financing public education.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to refer to the Superintendent for report a communication from Mrs. Mary T. Farren, relative to including a room for handicapped children in all new school buildings.

On motion by Mrs. Ackermann, seconded by Mr. Solomons it was voted to place on file a communication from Senator Edward M. Kennedy acknowledging receipt of the School Committee's views on the proposed Inner Belt Highway.

There being no objection the chairman ordered made part of the minutes the following communication from the City Council relative to Mr. Solomons serving as liaison-advisor on the school building program:

In City Council, March 21, 1966

WHEREAS: —

The City of Cambridge is planning construction of three new elementary schools in addition to the High and Latin School, and

WHEREAS: —

The City Council should avail itself of the services of an expert on schools, architectural and engineering matters, and

WHEREAS: —

Gustave M. Solomons, Sr., father of Gustave M. Solomons, Jr., M.I.T. graduate architect, is an experienced member of the Camridge School Committee, therefore be it

RESOLVED: —

That Gustave M. Solomons, Sr. be requested by this City Council to serve as liaison-advisor on this comprehensive school building program.

In City Council March 21, 1966.
Adopted by the affirmative vote of 9 members.
Attest: — Thomas M. McNamara, City Clerk.

A true copy,

Attest: —

City Clerk.

On motion by Mr. Duehay, seconded by Mrs. Ackermann it was voted to refer to the Superintendent for report and recommendation the following communication received from the City Council relative to the feasibility of providing mobile facilities for hot lunch program in schools currently lacking this advantage:

In City Council, March 21, 1966.

WHEREAS: —

Facilities for providing students with the hot lunch program enjoyed by those attending the newer schools are lacking in a large number of schools, ORDERED: —

That this Council recommend to the School Committee that they undertake immediately a study of the feasibility of providing mobile facilities for a hot lunch program in those schools currently lacking this advantage, and be it further

ORDERED: —

That the Council request that the School Committee forward its findings to the Council by the fifteenth of May.

In City Council March 21, 1966
Accepted by the affirmative vote of 9 members.
Attest: — Thomas M. McNamara, City Clerk.

A true copy,

Attest: —

City Clerk.

On motion by Mr. Olesen, seconded by Mr. Solomons it was voted to adopt a recommendation of the Chief Custodian that in accordance with the rules governing seniority that Arthur Devine, presently assigned as junior building custodian at the High & Latin School, be transferred without change in rating or salary to the Abraham Lincoln School; that John Salipante, presently assigned as junior building custodian at the High & Latin School, be transferred without change in rating or salary to the Webster School.

Mr. Fitzgerald moved, seconded by Mr. Olesen, to place on file a communication from the Building Committee of the Cambridge Council on PTA's. On the following roll-call it was then voted to adopt a substitute motion by Mrs. Ackermann, seconded by Mr. Solomons, that this communication be spread on the minutes: Mrs. Ackermann, Mr. Duehay, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Fitzgerald, Mr. McMahon and Mr. Olesen voting "Nay". It was then voted to adopt the motion as amended. (Mr. McMahon is recorded as voting "Nay"):

More than a year ago the Cambridge School Committee adopted a school construction program, which is already substantially behind schedule.

Therefore, the Building Committee of the Cambridge Council of PTA's resolves that the School Committee respectfully be urged to make every effort to accelerate the school construction program, to work constantly to encourage the City Manager and the City Council to carry out promptly the steps for which they are responsible in connection with the program, and to provide the leadership necessary to create and maintain public support for the program.

More particularly, it is urged that the School Committee immediately choose sites for the three new schools to replace the Thorndike, Putnam, Houghton, Russell and Haggerty Schools.

In addition, there is attached a list of requests from particular schools, which Building Committee adopts and submits herewith.

1. The Roberts School PTA requests relocation of the library from the third floor to the basement.

2. In the schools being replaced, minimum necessary upkeep should be accomplished until actual abandonment.

3. The PTA at CHLS requests that its inquiry be answered respecting improvement of the grounds and courtyard.

4. The School Committee is requested to discuss with the Manager and the Department of Recreation the question of fuller use of school playgrounds, and if necessary, take responsibility itself for ensuring that equipment and space in school playgrounds is useable throughout the year to the fullest possible extent.

On motion by Mr. Duehay, seconded by Mr. Solomons it was voted to place on file a petition from the Haggerty School PTA's Executive Board expressing their desire for a combined K-8 Russell-Haggerty School.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to place on file a communication from the Executive Committee of the Russell School PTA expressing their desire for a combined K-8 Russell-Haggerty School.

SUPERINTENDENT OF SCHOOLS
(Reports and Recommendations)

The chairman ordered placed on the 'calendar" as required by the rules, the Superintendent's recommendation that the following text books be approved for use in the Cambridge public schools:

PUBLISHED BY L. W. SINGER CO.
Your Community & Mine, Gr. 3 Pupil & Teacher Ed. by Hunnicutt & Gramb
Effective English Prose (introduction to teacher) by Cluett & Ahlborn
Spellingtime Series (cloth edition) Grades 2-8

PUBLISHED BY THE FIDELER CO.
United States Series
American History & Culture Series
American Neighbors Series
Europe Series
Asia, Africa, Australia Series

On motion by Mr. Solomons, seconded by Mrs. Ackermann it was voted to adopt the Superintendent's recommendation that the Cambridge YMCA be granted permission to distribute in the Cambridge public schools "Learn To Swim Campaign" applications.

The chairman ordered placed on the 'calendar' as required by the rules, the Superintendent's recommendation on re-election of teachers and teachers to be placed on Tenure:

Office of The
Superintendent of Schools
1700 Cambridge Street
Cambridge, Massachusetts 02138

John M. Tobin, Superintendent

April 5, 1966

— IN SCHOOL COMMITTEE —

RECOMMENDED:

That the following teachers be re-lected for one year from September 1, 1966 in accordance with the Rules of the School Committee:

High and Latin
Anne J. Conners
Harvena J. Dillon
Joyce Doria
Nancy J. Gelowtsky
Thomas C. Haley
Cynthia Larson
Leslie S. Mould
Marilyn C. Pizer
Frances H. Ramsdell
Janet B. Rife
Mary L. Sullivan
Eleanore G. Waring

Rindge Technical
Donald H. Brine
Charles D. Killilea
Katherine L. LaMontagne
Michael P. O'Leary
William Quirk
Edward R. Sarasin
John P. Sennott

Abraham Lincoln
Mary J. Tansey

M. E. Fitzgerald
Mary Cribben
Marlene Klimek
Nancy Melcher
Thomas R. Scalese, Jr.
Margaret R. Sheehan
Eleanor J. Twomey
Barbara J. Van Dell
Catherine E. Wadden

Fletcher
Arlene Brown
Lorraine M. Verrier
Rosalind A. Volpe

Haggerty
Diane Beatrice
Jane A. Robertson
Catherine M. Synnott

C. G. Harrington
Joseph A. Colannino
Myra Drooker
Carole M. Martin
Ida D. Sherwin
Carolyn H. Watts

Houghton
Marcia E. Lorion
Mary E. McCabe
Ann Scott
Ann Watford
Jean Au Young

Longfellow
Marion J. Hannon
Marie E. Hunt
Liberty Winter
Andree S. Stone

Morse
Evelyn Geisinger
David F. Goodwin
Joanne LeComte
Richard D. Maloney

Peabody
Ann Buckley
Susan G. Filene
Mary E. Murphy
Ann F. Patterson

Putnam
Thomas F. McCarron

Roberts
Mary D. Battell
Marilyn A. McGinn
Carol A. Nolan
Leslie J. Ramler

Russell
Joyce V. MacKay
Judith A. McDonald
Mary H. O'Leary
Joan M. Serino
Carol T. Snider
Marjorie S. Tanzer

Thorndike
Alexandra Normile

Webster
Louise Adelman
Mary C. Murphy
Eleanore H. Parker
Charles L. Stead

Art Department
Jane K. Rockwell

Vocational School for Boys
Edward Correia

Elementary French
Helene R. Bailen

Bureau of Pupil Services
Richard T. Colgan
Gerald F. Shea

Music Department
Charles M. Sage

Physical Education
Grace M. Cuthbert

Office of The
Superintendent of Schools
1700 Cambridge Street
Cambridge, Massachusetts 02138

John M. Tobin, Superintendent

April 5, 1966

— IN SCHOOL COMMITTEE —

RECOMMENDED:

That the following teachers, having completed successfully three years service in the Cambridge Public Schools, be placed on tenure from September 1, 1966 in accordance with the Rules of the School Committee.

High and Latin
Blanche E. Johnsen
Ardith D. Kerst
Christine S. Newnan
John T. Nolan
Robert H. Reagan
Jacqueline G. Wescott
Margaret T. Wheeler

Rindge Technical
Edward J. Conrad
Warren G. Ferzoco
Angelo Kaltsos

M. E. Fitzgerald
Frances D. Calabro
Susan K. Ezekiel

Fletcher
Louise E. Terry
Rose C. Toomey

C. G. Harrington
Rosalie M. Edwards
Eloise D. Forte
Ruth W. Seabrook
Sara C. Shelley

Houghton
Mary J. Rogers

Longfellow
Lorna M. Larson

Morse
Dorothy Daly

Roberts
Kathleen Fitzgerald
Judith B. Mawn
Mitchell J. Sartanowicz
Julianne Tansey
Barbara A. Thomas

Russell
Judith F. DeStefano

Thorndike
Mary R. McCarthy

Webster
Emily M. Gregory

Vocational School for Girls
Sheila M. Corcoran

Art Department
Phyllis P. Corbin

Bureau of Pupil Services
Paula E. Taff

Physical Education
Maryanne Bergeron
Brenda M. Joyce

The Superintendent announced, that in connection with Student Government Day Exchange Program, that the Cambridge High & Latin School and Rindge Technical School will act as host to the Nashoba Regional High School (Cambridge & Latin School) and Hanover High School (Rindge Technical School) on Monday, April 25, 1966. Students from our schools have already visited these two schools and this is a return visit. The students will visit points of historical interest during the school day and attend the meeting of the City Council in the afternoon. In the evening at 6 p.m. they will be guests of the School Committee at dinner at the Peabody School.

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that the Cambridge Camping Association be granted permission to distribute application blanks in the public schools for their summer program.

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that the Mass. Horticultural Society be granted permission to list the outside terraces and interior courtyard of the new Peabody School as "open" on May 20-21 in connection with their "Open Gardens" project.

The Superintendent concurred in a recommendation by the Director of Physical Education and Athletic Activities that the Rindge Technical School relay track team be granted permission to participate in the Penn Relay Games at Philadelphia, Pennsylvania on April 30, 1966 and that a sum of $600.00 be appropriated from the High School Athletic Fund to defray expenses for five boys, the coach and faculty manager. On motion by Mrs. Ackermann, seconded by Mr. McMahon it was voted on the following roll-call to adopt the foregoing recommendation: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea". The rules having been suspended a motion by Mr. Olesen, seconded by Mr. McMahon, to reconsider the foregoing vote, hoping same would not prevail, failed of adoption.

There being no objection, the chairman ordered placed on the 'calendar' bids received for the purchase of two new automobiles for the School Department.

On motion by Mr. Duehay, seconded by Mr. Solomons it was voted to place on the 'calendar' the following recommended graduation dates:

Office of The
Superintendent of Schools
1700 Cambridge Street
Cambridge, Massachusetts 02138

John M. Tobin, Superintendent

April 5, 1966

CORRECTED COPY

— IN SCHOOL COMMITTEE —
GRADUATIONS

Monday, June 6, Cambridge High and Latin School	6:00 P.M.
Tuesday, June 7, Rindge Technical School	6:00 P.M.
Monday, June 6, Peabody School	9:30 A.M.
Monday, June 6, M. E. Fitzgerald School	11:00 A.M.
Tuesday, June 7, Harrington School	9:30 A.M.
Tuesday, June 7, Houghton School	11:00 A.M.
Wednesday, June 8, Longfellow School	9:30 A.M.
Wednesday, June 8, Thorndike School	11:00 A.M.
Wednesday, June 8, Fletcher School	2:00 P.M.
Wednesday, June 8, Vocational School for Boys and Vocational School for Girls	8:00 P.M.
Thursday, June 9, Agassiz School	9:30 A.M.
Thursday, June 9, Roberts School	11:00 A.M.
Thursday, June 9, Webster School	2:00 P.M.

Friday, June 10, Russell School	9:30 A.M.
Friday, June 10, Morse School	11:00 A.M.
Friday, June 10, Putnam School	2:00 P.M.

John M. Tobin
Superintendent of Schools

On motion by Mr. Olesen, seconded by Mr. McMahon it was voted to adopt a recommendation of the Superintendent that the plan for a sheltered workshop program for Trainable Retarded young adults, as outlined in detail in the following communication from Ruth F. Boland, Director of the Bureau of Pupil Services, be approved:

Mr. John M. Tobin
Superintendent of Schools
Cambridge, Mass.

March 29, 1966

Dear Mr. Tobin:

Would it be possible to utilize the Home Economics Suite and the Shop Area at the Harrington School from 3:30 to 6:00 P.M. daily for the purpose of providing a personal adjustment and sheltered work shop program for Trainable Retarded young adults? To the best of my knowledge there is no practical and effective program in the Commonwealth for the trainable retarded aged 16 and over whose I.Q.'s are approximately 20 to 49.

Under Public Law 88-164, Title 3, for Supplementary Educational Centers and Services money is available for such a program.

As you know, I have been meeting regularly with the Supervisors of Special Education in Medford and Somerville and with the Head of the Department of Special Education of the Boston College Graduate School of Education to discuss ways in which the school systems, the State Department of Education and the Boston College Graduate School might through their cooperative efforts extend the services for trainable retardates.

If it is possible to use the facilities of the Harrington School, we could apply for financial aid under Public Law 88-164, Title 3 for this project.

The cities of Medford and Somerville and the Department of Special Education at Boston College Graduate School would be willing to become actively involved in all phases of the project with us.

Approval is requested to develop and submit to the Office of Education, Washington, D.C. for funding, a proposal to initiate, in cooperation with the School Departments of the Cities of Somerville and Medford and the Boston College School of Special Education a program for education of the trainable mentally retarded under the provisions of Public Law 88-164 (Research and Demonstration Projects in Education of Handicapped Children).

A brief summary of the aims and objectives of the program is attached. If permission is granted for Cambridge to take the lead in this program, a detailed report including budget will be submitted.

Sincerely yours,
Ruth F. Boland
Director

Proposed Workshop Program For Older Trainable Retardates

The trainable child with I.Q. of approximately 20 to 49 is admittedly extremely limited in potential.

However, the report of the President's Panel on Mental Retardation in 1962 in the following quotation, refers to this group and challenges us to provide for them.

> "There are many handicapped individuals in whom the potential for useful work is more limited. In some instances the potential may be so limited that it is insignificant from the standpoint of economic gain. However, it is never insignificant from the standpoint of concern for the welfare and dignity of the individual. The true goal of education and rehabilitation of the handicapped is to help every individual to make the most of his potential in all the affairs of our society, including work, no matter how great or small his potential may be."

The objectives of our program are based on the foregoing challenge.

General Objectives

1. To develop new knowledge, methods and techniques that would help to screen those capable of regular work, the unemployable individuals and those who can only work in a sheltered setting.
2. To assist the trainable retardate to recognize himself as a unique person and to develop his talents to their maximum level.
3. To effect a comprehensive and coordinated program between special education agencies at the state, local and university level.

Specific Objectives

Provide in the project setting:

1. Comprehensive diagnosis and evaluation of maturing potential.
2. Facilities for the acquisition of simple manual skills.
3. An opportunity for cooperative work with peers.
4. For the development of suitable work habits.
5. A realistic program of homeskills training, in-job training and on-job training for those capable of work assignments.

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to adopt a recommendation by Miss Lovett, Head of Commercial Dept., at High & Latin School and by Mr. D'Arcy, Headmaster of the High & Latin School, concurred in by the Superintendent of Schools, that a course in Clerical Record Keeping be added to the curriculum of the Commercial Course at High & Latin School.

The Superintendent recommended that the position of Director of Libraries be established in the Cambridge Public Schools:

1. Duties
    a) Recruitment of qualified personnel to staff our school libraries.
    b) Supervision of all school library personnel
    c) Organization and scheduling of library classes.
    d) Selection of books for each library.
    e) Participation on Curriculum Committee.
2. Salary: The salary schedule be that of the Directors presently appointed.
3. Terms of Employment:
    a) An eleven month year.
    b) An eight hour day.

4. Qualifications:
   a) A bachelor's degree from an accredited college or university.
   b) A Master's degree in Library Science from a college or university accredited by the American Library Association.
   c) Certification by the Mass. Department of Education, Library Division.

5. Experience:
   a) Seven years experience as a school librarian.
   b) Additional consideration will be given for the range of experience — elementary as well as secondary.
   c) Administrative experience in supervision of school libraries will be evaluated.

The following procedure is suggested for the hiring of this Director:
   a) The applicants will be screened by the Board of Examiners.
   b) The Board of Examiners will evaluate all candidates who meet the standards described above and establish a list for the Superintendent to study.
   c) The Superintendent will recommend a candidate for consideration by the School Committee.

The Superintendent further recommends that he be authorized to publicize the establishment of this position.

Mrs. Ackermann moved, seconded by Mr. Solomons to adopt the Superintendent's recommendation that the position of Director of Libraries be established in the Cambridge School Department. On motion by Mr. Fitzgerald, seconded by Mrs. Ackermann, it was voted to strike out of the foregoing recommendation by the Superintendent "that the position of Director of Libraries be established" the following sentences:

> "The following procedure is suggested for the hiring of this Director.
> a) The applicant will be screened by the Board of Examiners.
> b) The Board of Examiners will evaluate all candidates who meet the standards described above and establish a list for the Superintendent to study.
> c) The Superintendent will recommend a candidate for consideration by the School Committee."

For the purpose of making the foregoing recommendation consistent with the rules of the School Committee Mr. Olesen moved to amend, seconded by Mr. McMahon, by adding in the Fourth Paragraph entitled "Qualifications a) A Bachelor's degree from an accredited college or university" the words "in the specialized field" so that the paragraph will read "Qualifications. a) A Bachelor's degree from an accredited college or university in the specialized field". The chair concurred in a point of order by Mr. Olesen that this recommendation as amended is an amendment to the rules and under the rules should be placed on the 'calendar'. The chair then ordered Mrs. Ackermann's motion to adopt the recommendation and Mr. Olesen's amendment thereto as set forth above, placed on the "calendar" as required by the rules.

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted that the following report from the Committee on Classes for the Academically Talented be placed on the "calendar":

The Committee on Classes for the Academically Talented has reviewed the screening process for admission of pupils to these classes in the Cambridge

Public Schools.

A survey of methods of screening these pupils in Arlington, Boston, Brockton, Brookline, Lexington, Malden and Weston revealed procedures similar in all communities. As in Cambridge all of these schools select pupils on the basis of I.Q., school achievement and recommendation of Master and teacher.

The I.Q. for selection in these school systems ranges from 120 to 140, depending upon the type of community.

In Cambridge, the minimum cut off of 120 has helped to maintain a constant and qualitative group through the secondary level as the following chart indicates.

A follow-up of the thirty pupils who entered Cambridge High and Latin School in 1961 from the first classes for Academically Talented in the elementary schools reveals that five pupils moved or transferred to private schools and that twenty-five remained to graduate in June 1965.

The present status of the twenty-five graduates is listed below.

Amherst College	1
Brandeis	2
Boston University	1
Cambridge City Hospital (nursing)	1
Harvard University	2
Jackson College	2
Mass. Bay Community College	1
Mass. College of Art	1
Newman Prep	1
New York University	2
Northeastern University	3
Philadelphia College of the Bible	1
Radcliffe	2
Trinity College	1
University of Massachusetts	2
Air Force	1
Working	1
	25

It is the considered opinion of the Committee on Classes for the Academically Talented that the following procedures provide a flexible and functional program in which the abilities of the children will be challenged.

ADMISSION TO CLASSES FOR ACADEMICALLY TALENTED

I. **Pupils will be admitted to sixth grade classes for the Academically Talented in September of each year if they have qualified during the grade five screening process. Qualifications are listed below.**

1. The pupil must have a minimum I.Q. of 120 on a standardized group intelligence test.
2. The pupil must be recommended by his teacher and the master.
3. The pupil must attain a minimum score on a standardized achievement test in the following subjects:
   Reading — Two years above grade level
   Mathematics — One year above grade level

4. Any master may recommend and the Committee on Academically Talented will consider individually any pupil who does not qualify under steps two or three.

5. Parents will be notified if a child qualifies and must accept in writing on a form provided.

II. Pupils will be admitted to seventh and eighth grade classes for the Academically Talented under the following conditions:

1. Recommendation by master and teacher in April as a possible candidate for classes for the Academically Talented the following September.

2. Screening of all pupils so referred by the Bureau of Pupil Services at a date to be announced each spring.

3. Qualifications for admission will be as follows:

   a) I.Q. of 120 or above on a standardized group intelligence test.

   b) Attainment of a minimum score on a standardized achievement test in the following subjects:

      Reading — Two years above grade level
      Mathematics — One year above grade level.

III. Pupils will be admitted to classes for the Academically Talented at the secondary level under the following conditions:

1. The teachers of Grade 8 A.T. after consultation with the master recommend the placement of each pupil by subject at the secondary level.

2. A pupil with high achievement from the regular eighth grade may be recommended for regular honors classes. At the end of a trial period, he may be transferred to a higher or a lower section depending upon the quality of his work.

IV. Pupils applying for Admission to elementary classes for the Academically Talented from outside the Cambridge school system shall report for a screening examination on the first Tuesday each year.

Applicants after the first Tuesday in September will enter regular classes. If recommended by the school they will be screened in the spring, for admission to classes for the Academically Talented the following September.

On file in the Office of the Superintendent before the first Tuesday in September should be the following:

1. A letter from the parents requesting consideration of the child for admission to a class for the Academically Talented in the Cambridge public schools.

2. Evidence of completion of Grade 5, 6 or 7. A complete transcript of his previous school record. The results of any standardized tests.

3. A confidential written statement about the pupil from the master and teacher in the last school he attended, including a definite recommendation in regard to grade placement.

Admission to classes for the Academically Talented for these pupils will be based on:

1. Previous school record.
2. Recommendation of last school attended.
3. I.Q. of 120 or above on a standardized group test.
4. Attainment of a minimum score on a standardized achievement test in the following subjects:
   Reading — two years above grade level
   Mathematics — one year above grade level

V. A Pupil entering the Cambridge Public Schools at the secondary level from outside the system —

will be admitted to regular or honor groups on the basis of previous record.

At the end of a trial period he may be transferred to a higher or a lower section depending upon the quality of his work.

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Calendar:

Question came on the selection and approval of sites for the proposed new Russell-Haggerty, Houghton and Putnam-Thorndike Schools.

Mr. Duehay moved, seconded by Mr. Solomons, that the site of the proposed new Russell-Haggerty Elementary School shall be the land situated on Callanan Field and recommended as a revised site at Callanan Field, entitled "Callanan (B)-(C)" and described in detail in a communication dated February 8, 1966 transmitting a Site Selection Survey of August 23, 1965, together with schematic drawings of said site, as submitted by Pietro Belluschi, Principal Architect; Sasaki, Dawson, DeMay Associates, Inc., Associate Architects. Mr. Olesen moved to amend by striking out Mr. Duehay's motion and substituting therefore the following: "That the present Haggerty School site be retained for the purpose of having full renovation within the present school building and, further, that an addition to the present building be constructed, consisting of necessary classrooms, gymnasium and auditorium and any other special purpose rooms deemed necessary by the Superintendent." A motion by Mr. Duehay, seconded by Mr. Solomons, to amend the substitute motion by adding "with the provision that the Haggerty School be retained for Grades K-3 only" failed of adoption. A proposed amendment to the substitute motion, by Mrs. Ackermann, seconded by Mr. Solomons by adding "that the Haggerty School be refurbished for the purpose of retaining the school as a Grade K-5 school" failed of adoption. On the following roll-call it was then voted to adopt the substitute motion "that the present Haggerty School site be retained for the purpose of having full renovation within the present school building and, further, that an addition to the present building be constructed consisting of necessary classrooms, gymnasium and auditorium and any other special purpose rooms deemed necessary by the Superintendent": Mr. Fitzgerald, Mr. McMahon, Mr. Olesen and Mayor Hayes voting "Yea"; Mrs. Ackermann, Mr. Duehay, and Mr. Solomons voting "Nay". A motion for the previous question by Mr. Olesen seconded by Mr. McMahon, having prevailed the chairman ordered the motion as amended: On the following roll-call the main motion to retain the Haggerty School prevailed: Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mrs. Ackermann voting "Nay".

On the following roll-call it was voted to adopt a motion by Mr. Duehay, seconded by Mr. Solomons "that the site of the proposed new Russell Elementary School shall be the land situated on Callanan Field and recommended as a revised site at Callanan Field, entitled "Callanan (B)-(C)" and described in detail in a communication dated February 8, 1966 transmitting a Site Selection Survey of August 23, 1965, together with schematic drawings of said site, as submitted by Pietro Belluschi, Principal Architect, Sasaki, Dawson, Demay Associates, Inc., Associate Architects; and, further, that wherever in the aforementioned Site Selection Survey of August 23, 1965 and the schematic drawings of said site, reference is made to "Russell-Haggerty School" the word "Haggerty" shall be deleted:" Mrs. Ackermann, Mr. Duehay, Mr. McMahon, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Fitzgerald and Mr. Olesen voting "Nay".

On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted that the site of the proposed new Houghton School shall be the land recommended by Sert, Jackson and Associates, architects for the proposed new building, entitled "Scheme C on the Houghton Site (not including the parcels on Magee Street) Exhibits I, J, and K" as described in detail in a communication dated March 22, 1966 addressed to the City Manager together with schematic drawings of said site, as presented by Sert, Jackson & Associates, architects." (Roll call vote): Mrs. Ackermann, Mr. Duehay, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Fitzgerald "Present".

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted on the following roll-call "that the site of the proposed new Putnam-Thorndike School shall be the land recommended by Paul G. Feloney, architect for the proposed new school, entitled Site Study D" as described in detail in a Site Study Report dated February 8, 1966 with schematic drawings of said site, as presented by Paul G. Feloney, Architect; Smith, Sellow and Doherty, Consulting Architect; Maurice A. Reidy Engineers, Structural Consultants and Francis Associates, Mechanical Consultants; and, further, that the City Council make every effort to relocate families displaced by the erection of the proposed new school: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

On motion by Mr. McMahon, seconded by Mr. Olesen, it was voted to convene in executive session.

Question came on a motion referred to executive session at the meeting of March 15, 1966 (recessed and adjournd March 22, 1966) "To accept the resignations of Constance L. Gibbons, teacher at the Roberts School, effective April 1, 1966; and of Pamela Orpet Smith, teacher at the Fletcher School, effective March 11, 1966." It was unanimously agreed to act on these resignations separately. It was voted to accept the resignation of Constance L. Gibbons, teacher at the Roberts School, effective April 1, 1966. It was voted to accept the resignation of Pamela Orpet Smith, teacher at the Fletcher School, effective March 11, 1966. Mr. Olesen is recorded as voting "Nay" on the resignation of Pamela Orpet Smith.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to adopt the Superintendent's recommendation that the Charles River Academy, 5 Clinton Street, Cambridge, Mass., be approved as a remedial school for boys ages eleven through seventeen of normal intelligence who are not functioning at their capacity in a regular school situation; and, further, since this school was founded in 1965 that this approval be for a period of one calendar year and that the school request reapproval at the end of that period.

On motion by Mr. McMahon, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that the Youth Exchange Program, outlined in the following letter from Hansen-MacPhee Engineering Company, Inc., be approved and that the Headmaster of High & Latin School, Mr. D'Arcy be requested to select one or students, preferably from among those who have been taking a foreign language and submit them to Hansen-MacPhee for the purpose of making a selection with the consent of the parents:

April 5, 1966

Mr. James M. Tobin
Superintendent of Schools
1700 Cambridge Street
Cambridge, Massachusetts

Dear Mr. Tobin:

For the past four summers Hansen-MacPhee Engineering Co., Inc. in cooperation with Volkswagen of America and Volkswagenwerk in Germany have conducted a Youth Exchange Program. This Program is simply the exchange of an American boy or girl for a German boy or girl for about eight weeks during the summer. Another way to look at it is a swap of children between two sets of parents — one German, one American.

The exchange is arranged by Volkswagen with Hansen-MacPhee paying for round trip transportation for both the American and German participants. The school is involved only to the extent that it suggests to us some students that would benefit from such an experience and would be a worthy representative of the school, the community, the country and our company.

We would then interview the interested students and their parents and arrange the swap.

We are satisfied that the school is the best source of nomination in this program since the teachers and counselors are in the best position to evaluate the students on a competitive basis. In addition to this consideration, the machinery is usually already set up for the many similar exchange programs that exist.

For references I would suggest you talk with the principals of Waltham, Lexington and Brookline High Schools, the most recent participants.

Time is rather short — our selection of two candidates must be made by April 29th. This is not an impossible task; it goes quite swiftly once the machinery has been set in motion.

May we have your cooperation in presenting this unique opportunity to one or two worthy candidates?

Incidentally, there are absolutely no commercial "strings" on this offer — it is a pure and simple cultural exchange to further understanding between America and Germany.

Sincerely,
Hansen-MacPhee Engineering Co., Inc.
Paul W. Carey, Jr.
Advertising Manager

YOUTH EXCHANGE PROGRAM

Guide to selection of Youth Exchange participants:

Age: High School Junior; good health, without physical handicaps requiring special attention; good natured; easily adaptable to new surroundings.

Should have completed at least the first year of a 4-year high school course with a "B" average or better.

Our experience has shown it to be desirable to place a child in a home as much like his own (economic and educational background) as possible.

Also desirable to have the youthful guest in a home where there is a sister or brother of congenial age to relieve parents of some of the responsibility for companionship. The most important element, of course, is the personality of the parents.

It is helpful if the American children have a limited knowledge of German, though this is not a "must." They learn rapidly. The German children will probably know some English.

The child selected to go abroad should not consider it a lark, but an unusual and valuable opportunity to learn at first hand the customs, manners, and way of life of their counterparts abroad.

Hansen-MacPhee assumes cost of round-trip fare (tourist) between Boston and Germany for each American and German child. Living expenses are assumed by the host family for the six to seven week visit.

The guest exchange student participates in the same family activities as does the host's own children . . . i.e. trips, etc.

A waiver signed by the parents of the exchange youth is provided — relieving sponsor from accident liability. The parents formally agree to exercise the same care accorded their own children.

A Volkswagen of America representative will accompany all the children from New York to Wolfsburg, Germany, returning to New York with the German guests. The same procedure is followed at the termination of the visits.

April 1, 1966

On motion by Mr. McMahon, seconded by Mr. Duehay, it was voted that the Superintendent and Chief Custodian be authorized to excuse civil service employees from reporting for duty on Good Friday, April 8, 1966 wherever feasible.

On motion by Mr. McMahon, seconded by Mr. Olesen, it was voted on the following roll-call that whereas the Rindge Technical School Relay Team will participate in the Penn Relay Games at Philadelphia, Penna., on April 30, 1966 that members of the School Committee and the Secretary be authorized to attend this event and that a sum not to exceed $175.00 per person be appropriated from the Special Athletic Fund for the purpose of defraying expenses: Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mrs. Ackermann "Present". The rules having been suspended a motion by Mr. McMahon, seconded by Mr. Olesen, to reconsider the foregoing vote, hoping same would not prevail, failed of adoption.

On motion by Mr. Olesen, seconded by Mr. Duehay it was voted to reconvene in regular session.

On motion by Mr. Olesen, seconded by Mr. Duehay it was voted to ratify and affirm the votes taken in executive session.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to adjourn.

ADJOURNED.

EDWARD J. O'CONNELL
Secretary to the School Committee

SCHOOL COMMITTEE
(Official Report)

Tuesday, April 19, 1966

Regular Meeting:

Members present: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes.

Mayor Hayes in the chair.

Having filed the proper notice required by the rules, Mrs. Ackermann moved reconsideration of the vote taken at the meeting of April 5, 1966 adopting the motion "That the present Haggerty School site be retained for the purpose of having full renovation within the present school building and, further, that an addition to the present building be constructed, consisting of necessary classrooms, gymnasium and auditorium and any other special purpose rooms deemed necessary by the Superintendent." Mr. Solomons seconded the motion "to reconsider". A motion by Mr. Olesen, seconded by Mr. Fitzgerald, for the previous question having pervailed the chair ordered the main question. On the following roll-call the motion "to reconsider" failed of adoption: Mrs. Ackermann, Mr. Duehay and Mr. Solomons voting "Yea"; Mr. Fitzgerald, Mr. McMahon, Mr. Olesen and Mayor Hayes voting "Nay".

On motion by Mr. Solomons, seconded by Mr. Olesen, it was voted to approve as presented the minutes of the special meetings of March 23, 1966, March 27, 1966, March 29, 1966 and the regular meeting of April 5, 1966.

On motion by Mr. Olesen, seconded by Mr. Solomons it was voted to accept with pleasure an invitation extended by the students and faculty of the Homemakers' Course to attend exercises to award certificates on Friday, April 29, 1966 at 6:30 p.m.

On motion by Mr. Fitzgerald, seconded by Mr. McMahon, it was voted on the following roll-call to appoint the first two persons on the certified Civil Service list who have indicated their willingness to accept the position, Walter N. Perry, 27 Lambert Street and Philip J. Nelson, 63 Otis Street, as junior building custodians: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

On motion by Mr. Fitzgerald, seconded by Mr. McMahon it was voted to place on file a communication from Grace M. Ayers of the Haggerty School PTA Building Committee relative to the proposed renovation and addition to the Haggerty School.

SUPERINTENDENT OF SCHOOLS
(Reports and Recommendations)

There being no objection the chairman ordered made part of the minutes a report from the Superintendent that he was in receipt of a check in the sum of $16,680.00 representing the balance due from the federal government on the total entitlement due under PL864 for the year 1965.

There being no objection the chairman ordered made part of the minutes a report from the Superintendent that the total net entitlement due the School Department under PL874 for the school year ending June 1966 amounted to $91,465.00 and that he was in receipt of a check in the amount of $68,598.00 representing the first payment under this entitlement.

There being no objection the chairman ordered made part of the minutes a report from the Superintendent that the Cambridge School Department has received its first grant under Title II of PL89-10 in the sum of $20,254.44 for school libraries.

The Superintendent reported receipt of a sum of $9,000.00 under Title I, ESEA for "School-Home Liaison Project" which is the second part of the total project. Mr. York has informed this office that the formal notice of funding for After School Study Centers will be received within a few days. On motion by Mrs. Ackermann, seconded by Mr. Solomons it was voted that the foregoing report be made part of the minutes and when the complete project has been approved the Superintendent shall release a suitable notice to the press.

On motion by Mr. Fitzgerald seconded by Mr. Olesen it was voted to accept the resignation of Mary M. (O'Connor) Roberts, teacher at the Harrington School to be effective April 19, 1966.

There being no objection the chairman ordered placed on the 'calendar' a report received from the Committee on School Public Relations, as set forth below:

Report of the Committee on School Public Relations

PUBLIC RELATIONS STAFF COMMITTEE:

Mr. John J. Sullivan, Master, Harrington School, Chairman
Mr. John W. Reilly, Master, Fletcher School
Miss Margaret L. Doolin, Master, Agassiz School
Mr. Robert J. Guest, Teacher, Cambridge High and Latin School
Mr. William J. Joyce, Teacher, Rindge Technical School

In view of the trend toward closer association between the school and the community it serves, it seems pertinent to examine the essentials of good school-community relationships and the purpose of a sound, functional public relations program.

The commonly accepted essentials of a workable program for school-community relations include a person to person cooperative plan involving the School Committee, the school personnel, the parents and the children in order to share alike in all phases of an education which will prepare children for living together and helping one another in a pluralistic society — the complete educability of all children regardless of race, creed or color brought into public focus through the various media at hand.

The purposes of an effective program should be in keeping with the objectives of education in a democracy, namely:

To improve the quality of the children's learning and growing.
To enlist the interest and support of the public.
To inform the people of what the schools are doing and trying to do.
To encourage the democratic principles of public participation in school policy-making.
To coordinate school and community resources.

It is the considered opinion of the Public Relations Committee that such an important program indicates the need for a Director of School Public Relations.

The School Public Relations Director shall be directly responsible to the Superintendent of Schools and shall work cooperatively with the School Committee, the Superintendent and the staff in general.

DUTIES OF THE DIRECTOR OF SCHOOL PUBLIC RELATIONS

To provide copies of the Agenda of the School Committee for all members of the press who have indicated an interest in covering the meeting.

To maintain close liaison with the editors, editorial writers and reporters of the local and area press.

To be familiar with the problems as well as the operations of all news media.

To cooperate with and help channel to the press pertinent news from designated members of the personnel who serve as Press Representatives for the schools.

To make available both professional and student talent for a Speaker's Bureau as requested by community groups and organizations.

To interpret the accomplishments and the needs of the schools at the request of the Superintendent.

To foster cooperative endeavor between the schools and the community.

To maintain complete files relating to public school information.

To provide photographic services as required for school news media.

To publicize all special events of educational value in which the public is involved, e.g., Open House Ceremonies, Dedications, National Education Week, etc.

To assist the staff in placing professional writing for State and National publications.

To provide editorial assistance in the preparation of School Department publications not of a general public nature, e.g., teacher recruitment and kindergarten brochures, etc.

To provide editorial assistance in the preparation of formal reports requested by the School Committee, the Superintendent, or the Assistant Superintendents of Schools.

To be responsible under the direction of the Superintendent of Schools for the preparation of the Superintendent's Annual Report.

To be responsible for the publication of accurate, timely topics about the schools at appropriate times during the year.

To perform any other duties assigned by the Superintendent of Schools.

QUALIFICATIONS FOR DIRECTOR OF SCHOOL PUBLIC RELATIONS

A Master's Degree from an accredited College or University.

A minimum of 7 years full time teaching experience.

An awareness of what constitutes good public relations material and information.

An ability to stimulate in others a sense of responsible public relations attitudes in order to present a favorable public image of the schools.

A demonstrated experience in the writing and publication of any material directly concerned with education.

A personality to get along well with all members of the personnel, parents, children and news media.

An ability to conduct surveys, take samplings and make community studies.

A capacity to carry out all duties listed aforementioned.

On motion by Mrs. Ackermann, seconded by Mr. Duehay, it was voted to adopt the Superintendent's recommendation that the following Cultural Enrichment Project be submitted to the State Department of Education for approval, utilizing funds to be provided by Title I, P.L. 89-10 Elementary and Secondary Education Act:

CULTURAL ENRICHMENT PROJECT

The "Cultural Enrichment Project" is one of three component projects being submitted under the provisions of Title I, PL 89-10, Elementary and Secondary Education Act by the Cambridge School Department in a determined effort to combat the causes of in-school failures and drop outs among the economically disadvantaged youngsters.

It is hoped that a cultural enrichment program during the summer months will cultivate an atmosphere more conducive for motivating self-improvement, self-learning, and a spirit of inquiry in order that these youngsters will eventually bridge the cultural gap in music, art, science and literature, so evident in their present academic achievements.

Activities of the cultural enrichment project will emanate from the schools that have been designated as having a high incidence of economically disadvantaged youngsters.

Specifically, this project is designed to provide those culturally disadvantaged youths with opportunities to explore, to experiment, to increase their experimental base in order to broaden their outlook and increase their sensory perceptions which will lead to new insights and increased motivation for self-improvement through education. This project will attempt to introduce these children to areas of learning — art, music, science, visits to historic shrines, etc. — areas of learning they have often heard of but have never fully been able to associate with. Without this supportive background youngsters often fail to acquire the necessary rapport with their teachers and peers. This situation is harmful at all age levels, and it can so lessen the impact of education that children may fail in school and all to often lose their desire to continue and further their education.

Educational Needs:

It was determined by a survey of the teachers and principals of both the public and non-public schools in the target areas that the most pressing educational needs of the children focused on three categories.

The "After School Centers Program", as already submitted, was developed to meet the needs for remedial reading and remedial math programs.

The "School Home Liaison" project was developed and submitted as a component project to meet the needs of a reinforced school-home communications line.

The "Cultural Enrichment" project, the third component, is being submitted to fill the gap that is so evident to educators in the lives of economically disadvantaged children.

The needs to be met are:

1) To cultivate an atmosphere more conducive to motivating self-improvement.
2) To encourage self-learning and a spirit of inquisitiveness.
3) To establish an appreciation of art, music, science, and literature.
4) To increase the experimental base of disadvantageed children, to broaden their outlook, and increase sensory perception which will lead to new insights and increased motivation.
5) To provide a means of enriching children's backgrounds with experiences so that they can more readily relate to in-school lessons.
6) To increase the students' appreciation of the world about them.
7) To provide a basis, oftentimes lacking in the lives of these children, from which will spring a greater desire for education.

Pupils To Be Served:

The project is intended to serve pupils in grades 5 to 8. The reason for this selection as the focal point of the cultural enrichment project are:

1) The group is at a critical stage in child development.
2) Intellectual inquisitiveness, rapid growth, and behavioral problems are dominant at this stage of growth.
3) These are the most impressive and formative school years, and the values taught, attitudes formed are basic to a future adult role in society.

Specific Objective of Project:

The objective of this project is to provide educationally disadvantaged children with experiences upon which to build further education essential for competing in today's society. The overall good of the proposal is to provide cultural enrichment experiences in the six target-area schools. The ultimate goal is the equalization of opportunity between the educationally disadvantaged child and the more fortunate child.

Anticipated Outcomes of this project are:

1) Achievement in all areas will be improved through a maximum number of related experiences.
2) Cultural background will be broadened and enriched through planned experiences.
3) An appreciation of their local and metropolitan area will be established.
4) Failures and dropouts will be minimized through success, interest and enjoyment of experiences.
5) The self-image of students will be improved.
6) A greater awareness of the world around them will be nurtured in the children.
7) Creative talents of the children will be brought out and encouraged.
8) Increased comprehension and appreciation will be developed.

9) The students will be motivated to raise their aspirations in related academic activities.
10) The students will gain self-confidence and a greater sense of security and purpose.
11) The students will re-evaluate their attitudes and values concerning school, teachers, home, and community.

In summary, it is hoped that the cultural enrichment project will result in improved achievement and performance; result in a more positive self-concept, improved academic achievement in all areas, and a greater potential for future success. Through all these, the educationally disadvantaged child becomes a contributing citizen of our democracy.

Numbers Reached:

The "Cultural Enrichment" project is planned to operate from the centers established in the "After School Centers" program. This project is planned to service approximately 350 to 400 educationally deprived students, both public and nonpublic, in the target areas. The children that will participate will be those selected as most in need from among those in the "After School Centers" program.

Duration of the Program:

The "Cultural Enrichment" project will function as an adjunct to the "After School Centers" program and is being planned to function during July and August of 1966, or for a period of two months. It will be reprogrammed to run concurrently with the After School Centers program in the fall of 1966.

Special Educational Activities to be Initiated under this Project:

This project, being supplementary to the basic program of "After School Centers" will be concerned with enrichment activities in the fields of art, music, science. The program will be a combination of formal classroom teaching, club activities and field trips.

The classroom activities will basically consist of formal teaching in the classroom. All pupils will be given a comprehensive course in all components of the cultural enrichment project. Records, films, craft activities, field trips and recordings will be used to awaken in the children an appreciation of the cultural interests that are about them.

The project will center upon pupil interest and talents. With the help of the teacher and guidance personnel a child will be encouraged to explore any hidden talent he or she may have. Groups or clubs may be formed to work on a project; individual or group exploration and experimentation will be encouraged.

Field trips are planned, in order that enrichment experiences may widen the horizons of many of the boys and girls who seldom have an opportunity to leave their immediate neighborhoods to visit facilities that abound in the total community, and to expose them to the major industrial, educational, cultural and business establishments. Enrichment of this type has a tremendous impact on the lives of the children and does much to aid in the development of oral and written communication.

Job Classifications:

A qualified art teacher, music teacher, and science teacher will be assigned to each center.

The art, music, and science teachers will be specialists who will plan, develop, and coordinate the activities in the enrichment program. They will conduct classes, arrange field trips, select materials, supervise and instruct aides. At the conclusion of the summer session, they will write an evaluation report of their particular program.

Teacher Aides:

Many activities relating to efficient operation of the project do not require the services of a trained teacher. These servics might better be assigned to a non-professional aide, such as a college student. The teacher aides will aid in clerical duties and record keeping, aid the teachers on field trips, help in distributing and caring for educational materials and supplies, giving individual attention to students and giving general non-professional assistance to the teacher when necessary.

Evaluation:

The evaluation of the "Cultural Enrichment Project" will be based upon a comparative study of statistical findings from the six schools in the culturally disadvantaged areas. Relevant statistical findings should be made possible by the initiation of comparative studies among the various schools in the city.

A comparative analysis will be set up between schools in the economically disadvantaged areas and schools in other areas. Between the two extremes comparisons will be made.

Broad outlines of areas of evaluation will be listed in this design. It will be the duty of the project coordinator to establish procedures and to select the specific evaluative instruments and techniques that will be used. It will also be his responsibility to maintain accurate and continuous evaluative procedures and to analyze and report findings at regular predetermined intervals. Various types of evaluative instruments will be used throughout the project so that an essential aspect of the reporting will be the assessment of the evaluative instruments themselves.

Appropriate measures of educational achievement for evaluating could be:

1) Standard Achievement tests given to the participating students. Results of these tests will be compared and contrasted with previous tests and with test results from other areas of the city.
2) Attendance Records — Comparative studies of the incidence of absenteeism and truancy will be made among the various school groups and with other schools in the city. It is anticipated that there will be a gradual decrease in both absenteeism and truancy in the educationally disadvantaged schools.
3) Grading — It is expected that there will be a noticeable improvement in grades, and greater per pupil participation in class discussions and endeavors.
4) Along with the aforementioned, teachers' judgement as to the more enjoyment of school, better attitude, reduction of behavioral problems and increased facility in the subject matter areas will be employed.

Procedures for Dissemination of Significant Information:

A complete report on the project will be developed beginning with the initial planning stage and continued to the end of this project. This narrative will serve as the framework of the report. Through a series of discussion groups and workshops, all of the impressions and evaluations will be made part of the record. We hope to have this report published in sufficient quantities to distribute to other educational institutions in this area.

Coordination with Community Action Programs:

The Cambridge Economic Opportunity Committee, Inc. is the community action group of the Office of Economic Opportunity in Cambridge. The Director and Assistant Director of CEOC have coordinated the activities of that organization with the Title I (P.L. 89-10) projects so that there is no overlapping or duplication of effort.

At this time, the CEOC has in operation a pre-school program in which the Cambridge Schools participate, and CEOC has submitted a proposal to run a summer 1966 pre-school program. The activities of this project are in the attendance areas of the school district having high incidence of educationally disadvantaged children.

The Title I proposals being submitted by Cambridge are confined to the attendance areas of the said City and as yet there are no plans for developing activities in conjunction with adjacent school districts under Title I, E.S.E.A.

The Superintendent recommended that the Cambridge School Department be authorized to participate in the two programs being sponsored by the Center for Research and Development of the Harvard Graduate School of Education, set forth in detail below. Mr. Fitzgerald moved, seconded by Mr. McMahon that the Superintendent's recommendation be adopted. Mr. Olesen placed objection against action at this meeting and the chair ordered the matter placed on the calendar as required by the rules:

Office of the
Superintendent of Schools
1700 Cambridge Street
Cambridge, Massachusetts 02138

April 14, 1966

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE:

The Center for Research and Development of the Harvard Graduate School of Education has proposed to its school department members consideration of two programs.

The first is a Summer Institute for Training Teachers in the Role of Resource Personnel and would provide an eight-week workshop this summer for approximately five teachers from the Cambridge School Department. A proportionate number of teachers will be selected by each of the other participating school departments.

The second, which will not be inaugurated until September, 1966, will provide training in the techniques of educational research for approximately three of our teachers. The Cambridge School Department will select the problems on which research would be undertaken.

The value of the programs for our school department lies chiefly in the training our teachers would receive in the two areas which are proposed.

There will be no cost to the Cambridge School Department or to the teachers who participate. Those chosen for the summer program will receive a stipend.

The Superintendent recommends that the Cambridge Public Schools be authorized to participate in both of these programs.

If the Committee approves, the Superintendent proposes to make available to all teachers complete information on these programs together with application forms to be submitted by all those interested.

From those who apply, the Superintendent will recommend to the School Committee ten for the Resource program and six for the Research program. Final selection will be made by the Research and Development Center.

There is attached a copy of a circular which details the two proposals.

John M. Tobin
Superintendent of Schools

Attachment

CENTER FOR RESEARCH AND DEVELOPMENT ON EDUCATIONAL DIFFERENCES

WORKSHOP TO ASSIST TEACHERS TO CONDUCT RESEARCH

(September 1966 - June 1967)

In working with students, teachers often have insights and ideas of great potential value, yet usually they do not have the technical training to pursue these ideas systematically, or evaluate the results of their efforts.

In this one-evening-a-week workshop with Dr. Gerald Lesser, one of the Center's senior partners, and other members of the Center's research staff, fifteen teachers will have the opportunity to chose a subject which they are deeply concerned about for their classroom research, then carry out their study under the personal supervision of Dr. Lesser. By introducing them to many basic notions and methods involved in research, he will help to insure that the ultimate result of their work will be of interest and use to other teachers in the system.

Teachers selected for this program will have their school work loads somewhat reduced to enable them to put in the considerable extra time needed. The Center has set aside a fund for special expenses incurred by the research.

Principals of the teachers selected will also be involved in this project. They will attend several meetings at the Center to inform themselves and share ideas.

SUMMER INSTITUTE TO TRAIN TEACHERS IN A LIAISON ROLE

(July 11 - August 19, 1966)

What is a teacher-liaison Is this new role one you would like to fill?

The Center is hunting for 25 energetic, tactful, flexible teachers who will first attend the summer institute, then spend next year teaching approximately half-time and devoting the rest of their time to a varied and demanding teacher-liaison role. They will confer with fellow teachers at their schools, find ways of meeting their needs and encouraging new developments of benefit to students and staff, and attend meetings at least once a month with the summer institute group to discuss common questions and problems, and evaluate the impact of this new role. Principals will be closely involved in all aspects of the program.

Why a teacher-liaison? Many teachers, pressed for time and concentrating on their students, are not able to keep in touch with current developments that might make their schools more exciting and meaningful places to work in, more responsive to individual and cultural differences among children. Besides, it is often hard to choose among many possibilities; what "works" in one school may be quite out of place in another; communication among institutions of higher learning, neighborhood institutions, and school systems is often inadequate. The teacher-liaison can serve as a vital link to many resources that supplement those of the school.

During the summer, participating teachers will be introduced to a wide variety of resources and ideas, falling into these general areas:

1. **Resources in research and curriculum:** the use of the Center's Clearinghouse and other sources of research findings; availability and use of local resources in curriculum; and awareness of the opportunities at many local colleges and universities for teachers' professional growth.
2. **The school as a community; the local community and the school:** keeping the staff aware of current thinking about the relations of schools to other neighborhood institutions; supporting within-staff communication and professional growth.
3. **Problems in educational change:** readings and seminars on change in general and educational change in particular; new roles in education; the teacher-liaison as a possible agent of change.
4. **Cultural resources of greater Boston:** possible ways of using musical, dramatic and visual presentations, in and out of school, to enrich the students' experience; use of public library and paperback materials; ways of using visiting speakers with special expertise.
5. **Special appointments and investigations:** provision, within a flexible schedule, for each teacher to pursue topics of particular importance or relevance to his or her school.

Each participating teacher will receive $500 to $800 during the Institute, plus some supplementary funds for use in his school during the year. This is not a summer school program for University credit, but a special training program to prepare highly committed teachers for a new role.

Applications for these two programs may be obtained from your principal

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Calendar:

On motion by Mr. Fitzgerald seconded by Mr. McMahon it was voted to adopt the text books recommended by the Superintendent at the meeting of April 5, 1966.

On motion by Mr. Fitzgerald, seconded by Mrs. Ackermann it was voted on the following roll-call to adopt the Superintendent's recomendations that the teachers whose names are set forth below be re-elected for a period of one year and that the teachers whose names are set forth below be placed on tenure: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea":

RECOMMENDED:

That the following teachers be re-elected for one year from September 1, 1966 in accordance with the Rules of the School Committee:

High and Latin

Anne J. Conners
Harvena J. Dillon
Joyce Doria
Nancy J. Gelowtsky
Thomas C. Haley
Cynthia Larson
Leslie S. Mould
Marilyn C. Pizer
Frances H. Ramsdell
Janet B. Rife
Mary L. Sullivan
Eleanore G. Waring

Rindge Technical

Donald H. Brine
Charles D. Killilea
Katherine L. LaMontagne
Michael P. O'Leary
William Quirk
Edward R. Sarasin
John P. Sennott

Abraham Lincoln

Emory J. Tansey

M. E. Fitzgerald

Mary Cribben
Marlene Klimek
Nancy Melcher
Thomas R. Scalese, Jr.
Margaret R. Sheehan
Eleanor J. Twomey
Barbara J. Van Dell
Catherine E. Wadden

Fletcher

Arlene Brown
Lorraine M. Verrier
Rosalind A. Volpe

Haggerty

Diane Beatrice
Jane A. Robertson
Catherine M. Synnott

C. G. Harrington

Joseph A. Colannino
Myra Drooker
Carole M. Martin
Ida D. Sherwin
Carolyn M. Watts

Houghton

Marcia E. Lorion
Mary E. McCabe
Ann Scott
Ann Watford
Jean Au Young

Longfellow

Marion J. Hannon
Marie E. Hunt
Liberty Winter
Andrea S. Stone

Morse

Evelyn Geisinger
David F. Goodwin
Jeanne LeComte
Richard D. Maloney

Peabody

Ann Buckley
Susan G. Filene
Mary E. Murphy
Ann F. Patterson

Putnam

Thomas F. McCarron

Roberts

Mary D. Battell
Marilyn A. McGinn
Carole A. Nolan
Leslie J. Ramler

Russell

Joyce V. MacKay
Judith A. McDonald
Mary H. O'Leary
Joan M. Serino
Carol T. Snider
Marjorie S. Tanzer

Thorndike

Alexandra Normile

Webster

Louise Adelman
Mary C. Murphy
Eleanore M. Parker
Charles L. Stead

Art Department

Jane K. Rockwell

Vocational School for Boys
Edward Corrcia

Elementary French
Helene R. Bailen

Bureau of Pupil Services
Richard T. Colgan
Gerald F. Shea

Music Department
Charles M. Sego

Physical Education
Grace M. Cuthbert

RECOMMENDED:

That the following teachers, having completed successfully three years service in the Cambridge Public Schools, be placed on tenure from September 1, 1966 in accordance with the Rules of the School Committee.

High and Latin
Blanche E. Johnsen
Ardith D. Kerst
Christine S. Newnan
John T. Nolan
Robert H. Reagan
Jacqueline G. Wescott
Margaret T. Wheeler

Rindge Technical
Edward J. Conrad
Warren G. Ferzoco
Angelo Kaltsos

M. E. Fitzgerald
Frances D. Calabro
Susan K. Ezekiel

Fletcher
Louise E. Terry
Rose C. Toomey

C. G. Harrington
Rosalie M. Edwards
Eloise D. Forte
Ruth W. Seabrook
Sara C. Shelley

Houghton
Mary J. Rogers

Longfellow
Lorna M. Larson

Morse
Dorothy Daly

Roberts
Kathleen Fitzgerald
Judith B. Mawn
Mitchell J. Sartanowics
Julianne Tansey
Barbara A. Thomas

Russell
Judith F. DeStefano

Thorndike
Mary R. McCarthy

Webster
Emily M. Gregory

Vocational School for Girls
Sheila M. Corcoran

Art Department
Phyllis P. Corbin

Bureau of Pupil Services
Paula E. Taff

Physical Education
Maryanne Bergeron
Brenda M. Joyce

Question came on bids received at the meeting of April 5, 1966 for furnishing two new automobiles for the School Department. On motion by Mr. McMahon, seconded by Mr. Fitzgerald it was voted on the following roll-call to accept the bid of, and award the contract to, Medford Chrysler-Plymouth, Inc., 27 Harvard Avenue, Medford, Mass., for furnishing two new four-door Chrysler Sedans at a total net price of $4,584.40: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea". The rules having been suspended, a motion to reconsider the foregoing vote (hoping same would not prevail) failed of adoption.

On motion by Mr. Fitzgerald, seconded by Mr. McMahon, it was voted that the Graduation Dates, recommended by the Superintendent at the meeting of April 5, 1966, be placed on the table.

On motion by Mr. Fitzgerald, seconded by Mr. Olesen, it was voted on the following roll-call to place on the table a motion by Mrs. Ackermann to adopt the Superintendent's recommendation to establish the position of Director of Libraries as amended by striking therefrom, under paragraph 5 the section entitled "Procedure suggested for hiring this Director (a), (b), (c)", together with an amendment by Mr. Olesen, to add in the fourth paragraph entitled "Qualifications" at the end of part (a) the words "in the specialized field" so that the sentence will read "a) A Bachelor's degree from an accredited college or university in the specialized field": Mr. Fitzgerald, Mr. McMahon and Mr. Olesen voting "Yea"; Mrs. Ackermann, Mr. Duehay and Mr. Solomons voting "Nay".

On motion by Mr. Fitzgerald, seconded by Mr. Olesen, it was voted to place on the table a report from the Committee on Classes for Academically Talented, as spread in its entirety in the minutes of April 5, 1966.

Tabled Matters:

On motion by Mrs. Ackermann, seconded by Mr. Duehay, it was voted to take from the table a proposed amendment by Mrs. Ackermann to Teachers' Salary Schedule by striking out, in the last paragraph the words "five steps" and substituting therefore the words "ten steps" so that the paragraph in its entirety shall read: "One year of teaching experience is required for initial appointment. One step on the salary schedule is allowed for each year of teaching experience beyond the initial step, up to ten steps — no fractional part of year is considered." On the following roll-call it was voted to adopt the foregoing amendment to the Teachers' Salary Schedule: Mrs. Ackermann, Mr. Duehay, Mr. Olesen and Mr. Solomons voting Yea; Mr. Fitzgerald, Mr. McMahon and Mayor Hayes voting "Nay" .

Awaiting Report:

Conforming to an order that he inform the committee as to the procedure and extent of providing tools for custodians in all the schools, the Superintendent briefly reported that these tools are requisitioned by the custodian and that the Chief Custodian states that he approves all reasonable requests. On motion by Mr. McMahon, seconded by Mr. Duehay, it was voted to adopt the Superintendent's report.

NEW BUSINESS

Mrs. Ackermann moved, seconded by Mr. Duehay, that the architect employed in 1963 and 1964 to draw up plans for the Haggerty School be respectfully requested to forward to the School Committee, in time for the next meeting, his various cost estimates, including the comparative cost to the taxpayers of each plan. Mr. Fitzgerald placed objection against action at this meeting and the chairman ordered the motion placed on the 'calendar' as required by the rules.

On motion by Mr. Fitzgerald, seconded by Mrs. Ackermann, it was unanimously voted to adopt the following resolution:

> WHEREAS: The Cambridge School Committee announces with the utmost reluctance and regret the retirement, June 1966, of Albert M. Sateriale, Headmaster's Assistant in Mathematics at the High & Latin School, and

> WHEREAS: Albert M. Sateriale began his career in education as a teacher at Cambridge High & Latin School in 1921 and consequently, by reason of his outstanding ability, he was appointed Headmaster's Assistant in Mathematics in 1929 in which position he has served continuously with great distinction.
>
> Therefore, be it
>
> RESOLVED: That those of us who have the longest association with Mr. Sateriale and those who have joined us later, know that the Mathematics Department at Cambridge High & Latin School, as it is today, is the outcome of forty-five years under Mr. Sateriale's able leadership in the training of youth in usefulness to themselves and their fellows.

On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted that the Superintendent have Miss Boland, Director of the Bureau of Pupil Services and Mr. Colgan, Assistant Director of the Bureau of Pupil Services (in charge of Guidance) appear at the next regular meeting of the School Committee to give the committee a report on the recommendations of the Guidance report, as submitted by Dr. Cottle and Dr. Frances Brown.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to suspend the rules for the purpose of changing the date of the next regular meeting. On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted that the date for the second meeting in May be changed from May 17 to May 24, 1966.

On motion by Mr. McMahon, seconded by Mr. Olesen, it was voted to adopt the following resolution:

> WHEREAS: This year marks the Thirty-Third Anniversary of John "Snooks" Kelley as Head Coach of Hockey at Boston College, and
>
> WHEREAS: During his tenure as Head Coach he has amassed the unbelievable record of four hundred victories — a feat never before accomplished by any other coach; and
>
> WHEREAS: John "Snooks" Kelley has been a dedicated and devoted public school teacher at the Cambridge High & Latin School since 1932,
>
> Therefore, be it
>
> RESOLVED: That the Cambridge School Committee records with deep pride the amazing coaching record established by a member of the faculty of the Cambridge School Department, a gentleman in the highest meaning of the word, John A. Kelley.

The chairman ordered laid on the 'calendar' as required by the rules a proposed amendment to the rules presented by Mr. Olesen. "That Sec. 13, Chap. VIII entitled 'Resignation' be amended by striking out the words 'thirty (30) days' and substituting therefore the words 'thirty (30) school days', so that the section shall read 'Resignation' " Any teacher may resign his office provided at least thirty (30) school days notice of the intention be given to the Superintendent in writing."

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted that in the interest of greater safety for all public school pupils, particularly those in the elementary grades, the City Manager be requested to study the plan of assigning female traffic supervisors at all dangerous crossings in the city which plan, under the direction of the police department, is in effect in Boston and most surrounding communities and present his report to the School Committee at the earliest possible time.

On motion by Mr. Solomons, seconded by Mrs. Ackermann it was voted that whereas sites have been selected for the proposed new Putnam-Thorndike School, the Houghton School, the Russell School and the Haggerty School, that the City Manager be urged to proceed forthwith to appoint architects for these new buildings and, further, that he instruct the architects to proceed immediately to draw preliminary plans to present to the School Committee for their consideration and approval.

Mr. Olesen moved, seconded by Mr. Fitzgerald, that whereas Chap. VI of the Rules of the School Committee, entitled "Departmental Directors" has been amended to include the positions of Director of Language Arts, Director of Mathematics, Director of Science, Director of Social Studies and Director of Language, therefore, the Superintendent be instructed to recommend a Board of Professional Experts in the field of Education to devise, administer, and rate examinations for these positions in accordance with Chap. VIII, Sec. 19, paragraph entitled "Requirements for Major Positions" of the Rules of the School Committee, said recommendations to be presented no later than the second meeting in May, 1966. Mr. Duehay objected to action on this motion at this meeting and the chairman ordered the motion placed on the 'calendar' as required by the rules.

It was voted to convene in executive session.

On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted on the following roll-call that Richard T. Colgan, Assistant Director, Bureau of Pupil Services, be authorized to represent the Cambridge School Department at the fourth annual two-week Institute for Administrators of Pupil Personnel Services at Harvard University July 17-29, 1966 and that a sum of $195.00 be appropriated to cover necessary expenses: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

The Superintendent reported that, in accordance with a vote of the School Committee, Ruth F. Boland, Director of the Bureau of Pupil Services, attended the annual conference of the American Personnel and Guidance Association and expenses incurred by reason of attendance amounted to $244.48. The Superintendent recommended that Miss Boland be reimbursed this amount. On motion by Mr. McMahon, seconded by Mrs. Ackermann it was voted on the following roll-call to adopt the Superintendent's recommendation: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

There being no objection the chairman ordered placed on the 'calendar' the Superintendent's recommendation that the following Board of Examiners be appointed to conduct the examination for the position of Headmaster's Assistant-Social Studies at Cambridge High & Latin School:

William J. Reid, Headmaster, South Boston High School.
    A.B. Dartmouth College, 1934.
    Boston Teachers' College, M.Ed. 1935.
    Harvard Graduate School of Education, M.Ed. 1950.
Boston University, Ph.D., 1958 (United States History)
    Teacher of History from 1939 through 1949, Boston School Department.
    1949-1950 Assistant Professor, Boston Teachers' College (History)
    1950-1964 Head of the History Department, Hyde Park High School.
    1965 to the present time — Headmaster, South Boston High School.

John S. Robinson, Assistant Chairman of the History Department at Newton South High School and Supervisor of History Teachers at Newton South High School.

A.B. Brown University, 1956.

A.M., Harvard Graduate School of Education, 1957.

Experience: 1957-1958, Teacher, Wellesley Junior High School, Gr. 8

1958-1960, Teacher, Newton High School (Social Studies)

1960-1963, Teacher, Newton South High School (Social Studies)

1964-1965, Assistant Chairman of the History Department at Newton South High School and Supervisor of History Teachers at Newton South High School.

John W. White, Associate Professor of Education (Suffolk University, Director of Student Teaching (Curriculum and Methods in Secondary Social Studies).

A.B. Colby College, 1946.

A.M., University of Maine, 1952.

Ed.M., Harvard Graduate School of Education, 1961.

1947-1952 Teacher of History, Holton, Maine High School.

1952-1956, 1957-1960, 1961-1962; Teacher of Social Studies, Weymouth, Mass., High School (1958, Member Of the School Visitation Committee for New England Association of Colleges, and Secondary Schools).

1962 to the present, Associate Professor of Education, Suffolk University, Director of Student Teaching (Curriculum and Methods in Secondary Social Studies.)

On motion by Mr. McMahon, seconded by Mr. Fitzgerald, it was voted to reconvene in regular session.

On motion by Mr. McMahon, seconded by Mr. Fitzgerald, it was voted to ratify and affirm the votes taken in executive session.

On motion by Mr. McMahon, seconded by Mr. Fitzgerald, it was voted to adjourn.

ADJOURNED.

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(Official Report)

Tuesday, May 3, 1966

Regular Meeting:

Members present: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes.

Mayor Hayes in chair.

Having filed the proper notice required by the rules, Mr. Fitzgerald moved reconsideration of the vote adopting the motion "One year of teaching experience is required for initial appointment. One step on the salary schedule is allowed for each year of teaching experience beyond the initial step, up to ten (10) steps — no fractional part of year is considered." Mr. McMahon seconded the motion. The motion to reconsider prevailed and on the recurring question it was voted on motion by Mrs. Ackermann, seconded by Mr. Fitzgerald, that the motion be referred to the Superintendent for study and report.

On motion by Mr. McMahon, seconded by Mr. Solomons, it was voted to lay the minutes of the meeting of April 19, 1966 on the table.

Conforming to an order adopted at the meeting of March 29, 1966 "That the School Committee accept and approve the summer program proposed by Educational Services, Incorporated, and to participate to the extent outlined in communications dated February 28, 1966, March 23, 1966 and March 28, 1966; and, further, that an entire statement of facts in this case be referred to the City Solicitor for approval." the City Solicitor in a communication dated May 3, 1966 stated that this entire contract should be endorsed and completed in the national interest. Mr. Olesen moved, seconded by Mr. McMahon that the communication be referred back to the City Solicitor for a legal opinion. Mr. Duehay offered a substitute motion, seconded by Mr. Solomons, that the opinion of the City Solicitor be made part of the records. On the following roll-call it was voted to adopt the substitute motion: Mrs. Ackermann, Mr. Duehay, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Fitzgerald, Mr. McMahon and Mr. Olesen voting "Nay". On motion by Mr. Olesen seconded by Mr. McMahon it was voted on the following roll-call to adopt an amendment to the substitute motion by adding "and that the City Solicitor be asked again for a legal opinion in this matter": Mrs. Ackermann, Mr. Fitzgerald, Mr. McMahon and Mr. Olesen voting "Yea"; Mr. Duehay, Mr. Solomons and Mayor Hayes voting "Nay". It was then voted to adopt as amended the motion "that the City Solicitor's opinion be made part of the records and that the City Solicitor be asked again for a legal opinion in this matter."

May 3, 1966

Mr. Edward J. O'Connell
Secretary of the School Committee
1700 Cambridge Street
Cambridge, Massachusetts 02138

Dear Sir:

This entire contract should be endorsed and completed in the national interest. The training of teachers for the Peace Corps is not only in the national interest, but has international ramifications. It aids in education here, throughout the land and overseas.

It is not only the duty of the City of Cambridge and its school committee to aid in the promotion of the education of its children on a local level but it seems to me that it would be a tragic mistake not to take part in the promotion of education by our participation in this humble way, by instructing our children with teachers who are to participate in the wonderful mission of the Peace Corps.

Sincerely,
Andrew T. Trodden
City Solicitor

On motion by Mr. Solomons, seconded by Mrs. Ackermann it was voted to place on file a communication from the City Manager with relation to a request that he consider appointing female traffic supervisors to cover dangerous school crossings.

A communication was received from the City Manager, appending a report from the State Fire Marshal's office concerning a serious fire at the old Kelley School on April 19, 1966 and requesting the School Committee to advise whether the committee considers it advisable to declare this building surplus. On query the Superintendent recommended that the School Committee retain the Kelley School as emergency housing during the time the proposed new school building program is in progress and, further, that the report from the City Manager and State Fire Marshal's offices be referred to the Committee on Buildings & Grounds. On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation.

On motion by Mrs. Ackermann, seconded by Mr. Solomons it was voted to refer to the Superintendent for study and report a request received from the President of the Peabody PTA inquiring as to what plans the School Committee has for handling the overcrowding in Grades 1-5 at the Peabody School.

On motion by Mr. Solomons, seconded by Mr. McMahon it was voted to accept with thanks an invitation extended by the Francis P. Sullivan Post American Legion to participate in the annual observance of Memorial Day.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to place on file with previous petitions received, a petition from the parents of children in the Russell School urging the committee to select the Callanan Field site as the site for a proposed new Russell-Haggerty School.

Mayor Hayes reported to the School Committee that the matter of sites for the proposed new school buildings has been referred to the City Council subcommittee on Finance and that this sub-committee will meet on Tuesday, May 10 in the City Council Chambers to consider the sites recommended by the School Committee and Mayor Hayes extended an invitation to the School Committee to be present at this meeting.

SUPERINTENDENT OF SCHOOLS
(Reports and Recommendations)

The Superintendent reported the marriage on April 16, 1966 of Ellen C. Kaleta, teacher at the Peabody School, to Henry J. Wolosinski and that her name will now appear on our records as Ellen Wolosinski; the marriage on April 16, 1966 of Margaret M. Reis, teacher in the Haggerty School to Charles F. McCormack, Jr., and that her name will now appear on our records as Margaret M. McCormack; the marriage on April 16, 1966 of Eleanor J. Twomey, teacher in the M. E. Fitzgerald School to Edward J. Rogan, Jr., and that her name will now appear on our records as Eleanor Rogan; the marriage on

April 16, 1966 of Gail M. Carchia, teacher in the Roberts School to Frederick G. Aufiero, Jr., and that her name will now appear on our records as Gail M. Aufiero.

On motion by Mr. Solomons, seconded by Mrs. Ackermann it was voted to adopt the Superintendant's recommendation that the following notice of approval and funding for after-school centers be made part of the records:

THE COMMONWEALTH OF MASSACHUSETTS
Department of Education
Division of Elementary and Secondary Education
200 Newbury Street
Boston, Massachusetts 02116

April 20, 1966

In all correspondence refer to Project #6-049-133.

Your Project noted above, submitted under Title I, ESTEA, 1965, and entitled:

"After School Centers for Remedial Reading, Remedial Math and Guidance"

is approved for operation and payment.

Initial payment of $35,000.00 has been authorized and will be forwarded to the Cambridge School Committee by the Treasurer of the Commonwealth.

(The Superintendent of Schools may wish to determine that the check has, in fact, been received and deposited to the proper account.)

Accompanying Form I-4 shows status of your Title I Account. PLEASE COMPLETE AND RETURN ONE COPY OF THIS FORM THIRTY (30) DAYS PRIOR TO NEED FOR NEXT PAYMENT(S).

Signed,
Everett G. Thistle
Director, Division of Elementary and
Secondary Education

The Superintendent reported the retirement, because of ill health, of Ann B. Curry, teacher at the Peabody School and a member of the faculty for forty-one years, resignation to be effective April 23, 1966. On motion by Mr. Olesen, seconded by Mr. Duehay it was voted to express to Miss Curry the School Committee's sincere appreciation for her long and devoted years of service to the Cambridge School Department.

The Superintendent presented a recommendation from the Business Manager that in addition to sums previously appropriated to Schedule G-4 Motor Vehicles, that an additional sum of $584.40 be appropriated to this schedule, said sum to be provided by transfer from School Grant PL874. On motion by Mr. McMahon, seconded by Mr. Olesen it was voted on the following roll-call to adopt the Business Manager's recommendation: Mrs. Ackermann, Mr. Duenay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to adopt the recommendation of the Staff Board of Examiners, concurred in by the Superintendent, that the following minimum criteria for selection of personnel to fill positions in the proposal for School-Home Liaison Project and for After School Centers under Title I of the Elementary and Secondary Education Act:

April 29, 1966
Corrected

Mr. John M. Tobin
Superintendent of Schools
1700 Cambridge Street
Cambridge, Massachusetts

Dear Mr. Tobin:

The Board of Examiners recommends the following minimum criteria for selection of personnel to fill positions requested in the proposal for After School Centers under Title I of the Elementary and Secondary Education Act.

PROJECT DIRECTOR: 1 position, $8 per hour, 20 hours per week

Requirements:

a) Master's degree from an accredited college or university.
b) Five years' experience as a regular teacher or administrator.
c) Presently teaching in the Cambridge Public Schools.

CENTER SUPERVISORS: 6 positions, $7 per hour, 20 hours per week

Requirements:

a) Master's degree from an accredited college or university.
b) Five years' experience as a regular teacher or administrator.
c) Presently teaching in the Cambridge Public Schools.
d) Preferably a teacher or administrator employed in the school where the Center is established.

Reading Teacher: 12 positions, $3 per hour, 20 hours per week

Requirements:

a) State certification as an elementary teacher.
b) One year's teaching experience (minimum).
c) Preference will be given to Cambridge teachers with a background of specialized training and/or experience in reading.

Mathematics Teacher: 6 positions, $6 per hour, 20 hours per week

Requirements:

a) State certification as a teacher.
b) One year's teaching experience (minimum).
c) Preference will be given to Cambridge teachers with a background of specialized training and/or experience in mathematics.

Guidance Counselor: 6 positions, $6 per hour, 20 hours per week

Requirements:

a) State certification as a guidance counselor.
b) Preference will be given to guidance counselors presently employed in the Cambridge Public Schools.

Librarian: 6 positions, $6 per hour, 20 hours per week

Requirements:

a) Certification as a librarian.
b) Preference will be given to personnel presently employed by the Cambridge School Department.

Teacher Aide: 18 positions, $1.75 per hour, 20 hours per week

Requirements:

Preference will be given to personnel who are qualified under State

a) College graduates or college students
b) High school graduates or high school students
c) Other residents of the area served

Note: In each classification preference will be given to residents of the geographical area served by the Center.

Secretary-Bookkeeper: 6 positions, $3 per hour, 20 hours per week

Requirements: Preference will be given to persons qualified under Civil Service Laws.

Very truly yours,
Edward A. Conley
Chairman
Board of Examiners

May 2, 1966

Mr. John M. Tobin
Superintendent of Schools
1700 Cambridge Street
Cambridge, Massachusetts

Dear Mr. Tobin:

The Board of Examiners recommends the following minimum criteria for selection of personnel to fill positions requested in the proposal for School-Home Liaison Project under Title I of the Elementary and Secondary Education Act.

Supervisor: 1 position, part time, $7 per hour, 10 hours per week

Requirements:

1) Masters degree from an accredited college or university.
2) Five years' experience in guidance area.
3) Evidence of advanced study in social work and child development.
4) Preferably a person presently employed in Cambridge School Department.

School-Home Visitors: 6 positions, full time, $25 per day

Requirements:

1) Certification as a guidance counselor
2) Advanced courses in social work.
3) One year's experience in guidance work or related activity.
4) Preference will be given to personnel presently employed in Cambridge Public Schools.

Bookkeeper-Typists: 1 position, 2 hours per day @ $2 per hour

Requirements:

Preference will be given to personnel who are qualified under State Civil Service Laws.

Clerk-Typists: 6 positions, 2 hours per day @ $2 per hour

Requirements:

Preferably high school graduates or students who are residents of the geographical area which the Center serves.

Very truly yours,
Edward A. Conley
Chairman
Board Examiners

The chairman ordered laid on the 'calendar' as required by the rules the Superintendent's recommendation that the following text books be approved for use in the Cambridge Public Schools:

PUBLISHED BY PRENTICE-HALL INC.
Trigonometry, by Rees & Rees, Gr. 12

On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was unanimously voted to suspend the rules for the purpose of changing the date of the next regular meeting. On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted that the next regular meeting shall be held on Wednesday, May 25, 1966.

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to make part of the minutes the following report from the Superintendent relative to an English Workshop at High & Latin School:

April 21, 1966

Mr. John M. Tobin
Superintendent of Schools
Cambridge, Massachusetts

Dear Mr. Tobin:

Under the direction of Miss Florence Davey the members of the English Department at High and Latin School recently completed a workshop of fifteen after school meetings.

The objective was to study and to evaluate a new approach to the teaching of English grammar at the secondary school level.

The group recommends that it is worthwhile and that one English I and one English II class employ the newly devised course during the next school year for more complete evaluation.

Very truly yours,
David E. Hockman
Assistant Superintendent

There being no objection the chairman ordered placed on file a report from the Headmaster of Rindge Technical School, Mr. Robert Sweeney, relative to the extent to which the recommendations made by the Evaluating Committee have been implemented.

On motion by Mr. Fitzgerald, seconded by Mr. Duehay it was voted that the Headmaster of Rindge Technical School present to the School Committee a comprehensive report of the operation of the Technical Institute (13th & 14th grades) at Rindge Technical School, setting forth the total enrollment for this school year, number of residents and non-residents, attendance records of students enrolled, the amount of tuition received, the hours the Institute is in operation daily, number of full-time and part-time teachers employed, number of students who have taken entrance examinations for the school year 1966-1967; and all other pertinent information necessary to inform the School Committee of the progress of this Institute in the first year of operation.

It was voted on motion by Mr. Olesen, seconded by Mr. Fitzgerald, to take a five minute recess. Time for recess having expired the chairman called the meeting to order.

Conforming to an order "that he study and report as to the duties and responsibilities of the custodial staff of the Cambridge School Department together with a comparison with other communities, said report to include the number of hours worked per week and that he recommend any changes he feels are necessary." the Superintendent presented an extensive detailed report. The Superintendent recommended that a committee be formed to study this proposal in depth and recommend to the Committee on Buildings & Grounds any changes in or additions to the policy now in effect under the rules of the School Committee. Members of this special committee shall be made up of the Chief Custodian, one senior custodian, one junior custodian, one high school headmaster or Assistant Headmaster, one elementary school master, and the Assistant Superintendent of Schools for Secondary Education. Representatives of the custodial staff be chosen by the custodians. Representatives of the administrative staff, with the exception of the chief custodian and the Assistant Superintendent, shall be chosen by the Superintendent. The committee shall study and make recommendations on —

1) Duties and responsibilities of each classification of custodians.
2) Rates and method of payment for all work performed beyond the 40 hour week.
3) Basis for assignment of personnel.

On motion by Mrs. Ackermann, seconded by Mr. McMahon it was voted to adopt the Superintendent's recommendation.

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Calendar:

On motion by Mr. Olesen, seconded by Mr. McMahon it was voted on the following roll-call to lay on the table the report of the Committee on School Public Relations as presented at the meeting of April 19, 1966: Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mrs. Ackermann voting "Nay".

On the following roll-call it was voted to adopt a motion by Mr. Fitzgerald, seconded by Mr. McMahon and presented at the meeting of April 19, 1966 "To adopt the Superintendent's recommendation that the Cambridge School Department be authorized to participate in two programs being sponsored by the Center for Research and Development of the Harvard Graduate School of Education. The first is a summer institute for training teachers In The Roll of Research Personnel and will provide an eight-week workshop this summer for approximately five teachers from the Cambridge School Department. The second, which will not be inaugurated until September 1966, will provide training in the technique of educational research for approximately three of our teachers. The Cambridge School Department will select the problems on which research would be undertaken." Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Solomons and Mayor Hayes voting "Yea" Mr. Olesen voting "Nay". A motion by Mrs. Ackermann, seconded by Mr. Solomons, to suspend the rules for the purpose of moving reconsideration of the foregoing vote, failed, on the following roll-call, to receive the required five votes for adoption: Mrs. Ackermann, Mr. Fitzgerald, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Duehay, Mr. McMahon, and Mr. Olesen voting "Nay".

On motion by Mrs. Ackermann, seconded by Mr. Solomons it was voted to lay on the table a motion presented by Mrs. Ackermann, seconded by Mr. Duehay at the meeting of April 19, 1966 "that the architect employed in 1963 and 1964 to draw up plans for the Haggerty School be respectfully requested to forward to the School Committee, in time for the next meeting, the various cost estimates, including the comparative cost to the taxpayers of each plan."

On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted to refer to the Superintendent for study and recommendation a motion presented at the meeting of April 19, 1966 to amend the rules, specifically Sec. 13, Chap. VIII entitled "Resignation" by striking out the words 'thirty (30 days' and inserting therefore the words "30 school days" so that the section in its entirety shall read: "Resignation. Any teacher may resign his office provided that at least thirty (30) school days notice of the intention be given to the Superintendent in writing."

On the following roll-call it was voted NOT to adopt a motion presented by Mr. Olesen, seconded by Mr. Fitzgerald, at the meeting of April 19, 1966 that Whereas Chap. VI of the Rules of the School Committee, entitled "Departmental Directors" has been amended to include the positions of Director of Language Arts, Director of Mathematics, Director of Science, Director of Social Studies and Director of Language, therefore the Superintendent be instructed to recommend a Board of professional experts in the field of education to devise, administer and rate examinations for these positions in accordance with Chap. VIII, Sec. 19, paragraph entitled "Requirements for Major Positions" of the Rules of the School Committee, said recommendation to be presented no later than the second meeting in May, 1966: Mr. Fitzgerald, Mr. McMahon, and Mr. Olesen voting "Yea"; Mrs. Ackermann, Mr. Duehay, Mr. Solomons and Mayor Hayes voting "Nay".

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to approve the Board of Examiners for the position of Headmaster's Assistant, Social Studies, at High & Latin School, as recommended by the Superintendent at the meeting of April 19, 1966 and set forth below:

Mr. William J. Reid, Headmaster-South Boston High School

Mr. John S. Robinson, Asst. Chairman of the History Department at Newton South High School and Supervisor of History Teachers at Newton South High School

Mr. John W. White, Associate Professor of Education, Suffolk University, Director of Student Teaching.

Tabled Matters:

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to take from the table the Graduation Dates-1966 recommended by the Superintendent at the meeting of April 5, 1966. It was voted that this matter be referred to executive session.

On motion by Mrs. Ackermann, seconded by Mr. Duehay, it was voted to take from the table a motion presented at the meeting of April 5, 1966 to adopt the Superintendent's recommendation to establish the position of Director of Libraries as amended by striking therefrom, under paragraph 5, the section entitled "Procedure suggested for hiring this Director (a), (b), (c)" together with an amendment to add in the fourth paragraph entitled "Qualifications" at the end of part (a) the words "In the specialized field" so that the sentence will read "(a) A Bachelor's degree from the accredited college or university in the specialized field." Mr. Olesen asked and received unanimous consent to withdraw his amendment as set forth above. Mrs. Ackermann asked and received unanimous consent to withdraw the foregoing motion as amended.

The Superintendent again presented his recommendation to establish the position of Director of Libraries set forth in its entirety below:

The Superintendent recommended that the position of Director of Libraries be established in the Cambridge Public Schools:

1. Duties:
   - a) Recruitment of qualified personnel to staff our school libraries.
   - b) Supervision of all school library personnel.
   - c) Organization and scheduling of library classes.
   - d) Selection of books for each library.
   - e) Participation on Curriculum Committee.

2. Salary: The salary schedule be that of the Directors presently appointed.

3. Terms of Employment:
   - a) An eleven month year.
   - b) An eight hour day.

4. Qualifications:
   - a) A Bachelor's degree from an accredited college or university
   - b) A Master's degree in Library Science from a college or university accredited by the American Library Association.
   - c) Certification by the Mass. Department of Education, Library Division.

5. Experience:
   - a) Seven years experience as a school librarian.
   - b) Additional consideration will be given for the range of experience — elementary as well as secondary.
   - c) Administrative experience in supervision of school libraries will be evaluated.

6. The following procedure is suggested for the hiring of this Director.
   - a) The applicants will be screened by the Board of Examiners.
   - b) The Board of Examiners will evaluate all candidates who meet the standards described above and establish a list for the Superintendent to study.
   - c) The Superintendent will recommend a candidate for consideration by the School Committee.

The Superintendent further recommends that he be authorized to publicize the establishment of this position.

On motion by Mr. Fitzgerald, seconded by Mr. McMahon, it was unanimously voted to suspend the rules for the purpose of taking action on the Superintendent's recommendation to establish the position of Director of Libraries as set forth above. On motion by Mr. Fitzgerald, seconded by Mr. McMahon it was voted to adopt the Superintendent's recommendation to establish the position of Director of Libraries set forth above. The rules having been again suspended a motion by Mr. Fitzgerald to reconsider the foregoing vote, hoping same would not prevail, failed of adoption.

On motion by Mrs. Ackermann, seconded by Mr. Fitzgerald, it was voted to take from the table the Report from the Committee on Classes for Academically Talented. On motion by Mrs. Ackermann, seconded by Mr. Duehay, it was voted to accept the report and adopt the recommendations contained in the report from the Committee on Classes for Academically talented, presented at the meeting of April 5, 1966 and set forth in its entirety below:

The Committee on Classes for the Academically Talented has reviewed the screening process for admission of pupils to these classes in the Cambridge Public Schools.

A survey of methods of screening these pupils in Arlington, Boston, Brockton, Brookline, Lexington, Malden and Weston revealed procedures similar in all communities. As in Cambridge all of these schools select pupils on the basis of I.Q., school achievement and recommendation of Master and teacher.

The I.Q. for selection in these school systems ranges from 120 to 140, depending upon the type of community.

In Cambridge, the minimum cut off of 120 has helped to maintain a constant and qualitative group through the secondary level as the following chart indicates.

A follow-up of the thirty pupils who entered Cambridge High and Latin School in 1961 from the first classes for Academically Talented in the elementary schools reveals that five pupils moved or transferred to private schools and that twenty-five remained to graduate in June 1965.

The present status of the twenty-five graduates is listed below.

Amherst College	1
Brandeis	2
Boston University	1
Cambridge City Hospital (nursing)	1
Harvard University	2
Jackson College	2
Mass. Bay Community College	1
Mass. College of Art	1
Newman Prep	1
New York University	2
Northeastern University	3
Philadelphia College of the Bible	1
Radcliffe	2
Trinity College	1
University of Massachusetts	2
Air Force	1
Working	1
	25

It is the considered opinion of the Committee on Classes for the Academically Talented that the following procedures provide a flexible and functional program in which the abilities of the children will be challenged.

ADMISSION TO CLASSES FOR ACADEMICALLY TALENTED

I. Pupils will be admitted to sixth grade classes for the Academically Talented in September of each year if they have qualified during the grade five screening process. Qualifications are listed below.

1. The pupil must have a minimum I.Q. of 120 on a standardized group intelligence test.
2. The pupil must be recommended by his teacher and the master.
3. The pupil must attain a minimum score on a standardized achievement test in the following subjects:
   Reading — Two years above grade level

Mathematics — One year above grade level

4. Any master may recommend and the Committee on Academically Talented will consider individually any pupil who does not qualify under steps two or three.
5. Parents will be notified if a child qualifies and must accept in writing on a form provided.

II. Pupils will be admitted to seventh and eighth grade classes for the Academically Talented under the following conditions:

1. Recommendation by master and teacher in April as a possible candidate for classes for the Academically Talented the following September.
2. Screening of all pupils so referred by the Bureau of Pupil Services at a date to be announced each spring.
3. Qualifications for admission will be as follows:
   a) I.Q. of 120 or above on a standardized group intelligence test
   b) Attainment of a minimum score on a standardized achievement test in the following subjects:
      Reading — Two years above grade level
      Mathematics — One year above grade level

III. Pupils will be admitted to classes for the Academically Talented at the secondary level under the following conditions:

1. The teachers of Grade 8 A.T. after consultation with the master recommend the placement of each pupil by subject at the secondary level.
2. A pupil with high achievement from the regular eighth grade may be recommended for regular honors classes. At the end of a trial period, he may be transferred to a higher or a lower section depending upon the quality of his work.

IV. Pupils applying for Admission to elementary classes for the Academically Talented from outside the Cambridge school system shall report for a screening examination on the first Tuesday each year.

Applicants after the first Tuesday in September will enter regular classes. If recommended by the school they will be screened in the spring, for admission to classes for the Academically Talented the following September.

On file in the Office of the Superintendent before the first Tuesday in September should be the following:

1. A letter from the parents requesting consideration of the child for the Academically Talented in the Cambridge public schools.
2. Evidence of completion of Grade 5, 6 or 7. A complete transcript of his previous school record. The results of any standardized tests.
3. A confidential written statement about the pupil from the master and teacher in the last school he attended, including a definite recommendation in regard to grade placement.

Admission to classes for the Academically Talented for those pupils will be based on:

1. Previous school record.
2. Recommendation of last school attended.
3. I.Q. of 120 or above on a standardized group test .

4. Attainment of a minimum score on a standardized achievement test in the following subjects:
   Reading — two years above grade level
   Mathematics — one year above grade level

V. **A Pupil entering the Cambridge Schools at the secondary level from outside the system —**

Will be admitted to regular or honor groups on the basis of previous record.

At the end of a trial period he may be transferred to a higher or a lower section depending upon the quality of his work.

On motion by Mr. McMahon it was voted to suspend the regular order of business. On motion by Mr. McMahon it was voted to proceed to 'New Business".

NEW BUSINESS

Mr. Solomons and Mrs. Ackermann offered jointly a motion that the City Manager be requested to hire an architect or architects experienced in modern elementary school building to study the Longfellow, Roberts and Webster Schools and advise the School Committee on how these three schools can best be developed, by renovation or additions, in to plants that conform to the Superintendent's specifications for new schools; and at the same time the City Manager be requested to hire an architect experienced in modern secondary school building to study the High & Latin School and consult with the Superintendent and advise the School Committee on how best, by renovation or new building, a plant suited to the most modern educational methods can be achieved. On motion by Mrs. Ackermann, seconded by Mr. Solomons that this motion be placed on the 'calendar'.

The chairman ordered placed on the 'calendar' as required by the rules the following proposed amendment to the rules presented by Mr. Solomons, seconded by Mrs. Ackermann: "That Chap. VIII, Sec. 9, subsection entitled 'Requirements for Major Positions' be amended by adding in the fourth paragraph the sentence "The Staff Board of Examiners of the Cambridge School Department shall evaluate the qualifications of each candidate for the position of Director of Mathematics, Director of Social Studies, Director of Science, Director of Language Arts and Director of Language, for consideration and ultimate recommendation by the Superintendent to the School Committee" so that the paragraph in its entirety shall read: "The Superintendent shall, subject to approval by the Committee, appoint a board of professional experts in the field of education to devise, administer and rate examinations for all promotion or appointments to major positions, except that the Staff Board of Examiners of the Cambridge School Department shall evaluate the qualifications of each candidate for the position of Director of Mathematics, Director of Social Studies, Director of Science, Director of Language Arts and Director of Language, for consideration and ultimate recommendation by the Superintendent to the School Committee. The Board of Experts shall be paid a compensation of $200.00 each for their services. They shall be remunerated for legitimate expenses incurred in the operation of thir services."

On motion by Mr. McMahon, seconded by Mr. Olesen, it was voted to convene in executive session.

There being no objection the chairman ordered placed on the 'calendar' the Superintendent's recommendation that the following Board of Examiners for position of Headmaster's Assistant, Mathematics at the High & Latin School be approved:

Michael J. Antone, Director of Mathematics, Medford Public Schools.

A.B., A.M., Brown University, Major in Mathematics, 1948.
Teacher, Shady Hill School, Cambridge, Mass. 1949-1952.
Teacher, Lexington High School, 1952-1955.
Teacher, Seven Years, Salem State Teacher's College, 1955-1962.
Director of Mathematics, Medford Public Schools, 1962 to present.
Associate Professor and Head of Mathematics Dept. Salem State College.
Four Years, Supervisor of Teacher Training in Mathematics in North Shore area.
Currently Director of Mathematics for Medford Public Schools, Grades K-12.

Richard W. Hubbard, Director of Mathematics, Needham High School.

B.S. University of Massachusetts, 1935.
Ed.M. Harvard Graduate School of Education 1945.
Teacher, Grade 6, all subjects, elementary schools Sunderland, Mass. 1935-1937.
Grades Seven through Nine, Mathematics and Guidance, East Greenwich, R.I. 1937 to 1939.
Mathematics Teacher, Belmont Junior High School, 1939-1945.
Mathematics Teacher, Weeks Junior High School, Newton, Mass. 1945 to 1960. Head of Department, 1946-1960.
Mathematics Teacher, Newton South High School, 1960-1962.
Director of Mathematics, Needham High School, K-Gr12, 1962 to present time.

David E. Rosengard, Assistant Headmaster, Girls Latin School, Boston, Mass.

A.B., A.M., Harvard University in Mathematics.
Boston Technical High School, Nineteen Years, Teacher of Mathematics.
Head of the Mathematics Department, Roxbury Memorial High School for Boys, three years.
Teacher, Girls Latin School, six years.
Assistant Headmaster at Girls Latin School for past two years.

The Superintendent recommended that Chap. XIV, Sec. 4b of the Rules of the School Committee be amended by striking out the present rule and substituting therefore the following: "Vacations must be taken in full during the calendar year and while schools are not in session unless otherwise voted by the School Committee with the exception of employees assigned to the Business Office and to the Administrative Offices. In the latter case, for personnel whose vacation allowances exceed two weeks, vacations may be taken at any time during the calendar year subject to the approval of the Superintendent of Schools or the Business Manager." Mrs. Ackermann moved, seconded by Mr. Solomons, that the Rules of the School Committee be amended as recommended. The chairman ordered the proposed amendment placed on the 'calendar' as required by Rules.

The Superintendent recommended the election of the following persons as teachers in the Cambridge School Department in accordance with the Rules of the School Committee:

RECOMMENDATIONS

May 3, 1966

Provisional

I hereby recommend the election of the persons named below to the schools and with the ranks indicated in each case to take effect on the date set opposite each name, and certify that these recommendations are in accordance with the rules of the School Committee.

School	Name of Teacher	Rank	Salary	To Take Effect
	Elaine Daniels	Teacher (Kdg.)	$5600.00	Sept. 1, 1966
	Sue M. Maxwell	Teacher (Kdg.)	$5600.00	Sept. 1, 1966
	Liesa Mayo	Teacher (Kdg.)	$5600.00	Sept. 1, 1966
	Carole Lee Basile	Teacher (Prim.)	$5600.00	Sept. 1, 1966
	Susan Barnes	Teacher (Prim.)	$5600.00	Sept. 1, 1966
	Caren M. Kleim	Teacher (Prim.)	$5600.00	Sept. 1, 1966
	Patricia J. Reh	Teacher (Prim.)	$5600.00	Sept. 1, 1966
	Patricia A. Atkinson	Teacher (Gr4-8)	$5600.00	Sept. 1, 1966
	Georgia Cupan	Teacher (Gr4-8)	$5600.00	Sept. 1, 1966
	Marjorie B. Dennis	Teacher (Gr4-8)	$5600.00	Sept. 1, 1966
	Jeanne M. Hillis	Teacher (Gr4-8)	$5600.00	Sept. 1, 1966
	Jean M. McKeon	Teacher (Gr4-8)	$5600.00	Sept. 1, 1966
	Ellen P. Quirk	Teacher (Gr4-8)	$6200.00	Sept. 1, 1966
	June H. Traibman	Teacher (Gr4-8)	$6200.00	Sept. 1, 1966
	Elaine M. Schultz	Teacher (Gr4-8)	$5600.00	Sept. 1, 1966
	Ann Young	Teacher (Gr4-8)	$5600.00	Sept. 1, 1966
	Jean C. Ellis	Teacher (Elem. Science)	$5600.00	Sept. 1, 1966
	Doris W. Decker	Teacher (Elem. Art)	$5600.00	Sept. 1, 1966
	Cheryl A. Lane	Teacher (Elem. Music)	$5600.00	Sept. 1, 1966
	Helen K. Lafferty	Teacher (Elem. Home Economics)	$5600.00	Sept. 1, 1966

Qualifications: RECOMMENDED FOR APPOINTMENT UNDER THE AMENDED RULES OF THE SCHOOL COMMITTEE.

RECOMMENDATIONS

May 3, 1966

Permanent

I hereby recommend the election of the persons named below to the schools and with the ranks indicated in each case to take effect on the date set opposite each name, and certify that these recommendations are in accordance with the rules of the School Committee.

School	Name of Teacher	Rank	Salary	To Take Effect
	M. Clare O'Connor	Teacher (Kdg.)	$7000.00	Sept. 1, 1966
	Doris G. Anderson	Teacher (Kdg.)	$7000.00	Sept. 1, 1966
	Ella J. Robinson	Teacher (Prim.)	$7600.00	Sept. 1, 1966

Rose D'Elia Orlandi	Teacher (Prim.)	$7600.00	Sept. 1, 1966
Pamela C. R. Stout	Teacher (Prim.)	$5600.00	Sept. 1, 1966
Jacqueline E. Hagrove	Teacher (Prim.)	$6100.00	Sept. 1, 1966
Janice D. Mayo	Teacher (Prim.)	$5600.00	Sept. 1, 1966
Janet E. Moynihan	Teacher (Prim.)	$6400.00	Sept. 1, 1966
Elsie L. Murphy	Teacher (Prim.)	$5600.00	Sept. 1, 1966
Muriel A. Rosenthal	Teacher (Prim.)	$5600.00	Sept. 1, 1966
Margaret L. Bakey	Teacher (Prim.)	$5600.00	Sept. 1, 1966
Ellen M. Foster	Teacher (Gr4-8)	$6100.00	Sept. 1, 1966
Kevin A. Clifford	Teacher (Gr4-8)	$7600.00	Sept. 1, 1966
Susan L. Kreitzman	Teacher (Gr4-8)	$6400.00	Sept. 1, 1966
Mary S. Sayers	Teacher (Gr4-8)	$6400.00	Sept. 1, 1966
George H. Powers	Teacher (Gr4-8)	$5600.00	Sept. 1, 1966
Kathleen Eckelberger	Teacher (Special Classes)	$6100.00	Sept. 1, 1966

Qualifications: Candidates qualified as a result of the National Teacher Examinations, reported by the Board of Examiners of the Cambridge School Department. Statement of qualifications submitted separately to the Members of the School Committee.

RECOMMENDATIONS

May 3, 1966

Provisional

I hereby recommend the election of the persons named below to the schools and with the ranks indicated in each case to take effect on the date set opposite each name, and certify that these recommendations are in accordance with the rules of the School Committee.

School	Name of Teacher	Rank	Salary	To Take Effect
	Judith Mullina	Teacher (Special Class)	$5600.00	Sept. 1, 1966
	Margaret V. Wagner	Teacher (Special Class)	$6200.00	Sept. 1, 1966
	Suzanne C. del 'Etoile	Teacher (Speech Therapist)	$5600.00	Sept. 1, 1966
	Mary Ann Frisoli	Teacher - High (English)	$5600.00	Sept. 1, 1966
	Francis J. McCarthy	Teacher - High (English)	$5600.00	Sept. 1, 1966
	Edmund J. Hill	Teacher - High (Mathematics)	$5600.00	Sept. 1, 1966
	Linda M. Turner	Teacher - High (Mathematics)	$6200.00	Sept. 1, 1966
	Manuela D. Maistrellis	Teacher - High (French)	$5600.00	Sept. 1, 1966

Qualifications: RECOMMENDED FOR APPOINTMENT UNDER THE AMENDED RULES OF THE SCHOOL COMMITTEE.

RECOMMENDATIONS

May 3, 1966

Permanent

I hereby recommend the election of the persons named below to the schools and with the ranks indicated in each case to take effect on the date set opposite each name, and certify that these recommendations are in accordance with the rules of the School Committee.

School	Name of Teacher	Rank	Salary	To Take Effect
Cambridge and Latin	Aminda L. Nicoloro	Teacher (French)	$5600.00	Sept. 1, 1966
	James F. DeVellis	Teacher (Mathematics)	$5600.00	Sept. 1, 1966
	Mary L. Bellefontaine	Teacher (Science - Biology)	$5600.00	Sept. 1, 1966
	Laura B. Wick	Teacher (Science - (Chemistry)	$6200.00	Sept. 1, 1966
	Alice J. Brown	Teacher (Science - (Chemistry)	$5800.00	Sept. 1, 1966

Qualifications: Candidates qualified as a result of the National Teacher Examinations, reported by the Board of Examiners of the Cambridge School Department. Statement of qualifications submitted separately to the Members of the School Committee.

RECOMMENDATIONS

May 3, 1966

Permanent

I hereby recommend the election of the persons named below to the schools and with the ranks indicated in each case to take effect on the date set opposite each name, and certify that these recommendations are in accordance with the rules of the School Committee.

School	Name of Teacher	Rank	Salary	To Take Effect
Rindge Technical School	Charles E. Day	Teacher (Electrical)	$5600.00	Sept. 1, 1966
	Robert J. Tierney	Teacher (Printing)	$5600.00	Sept. 1, 1966

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted on the following roll-call to suspend the rules for the purpose of taking action at this meeting on the Superintendent's recommendation for the appointment of teachers: Mrs. Ackermann, Mr. Duehay, Mr. McMahon, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Fitzgerald and Mr. Olesen voting "Nay". Mr. Duehay moved, seconded by Mr. Solomons, to adopt the Superintendent's recommendation for the appointment of teachers as set forth above. Mr. Olesen moved, seconded by Mr. McMahon that the recommended salary for M. Clare O'Connor, Kindergartner at $5800.00 per year be corrected to read $7,000.00 per it was then voted to adopt Mr. Duehay's motion as amended to approve the Superintendent's recommendation for the appointment of teachers as set forth year. It was voted to adopt Mr. Olesen's amendment. On the following roll-call above: Mrs. Ackermann, Mr. Duehay, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Fitzgerald "Present". On motion by Mr. Duehay, seconded by Mr. Solomons it was voted on the following roll-call to again suspend the rules for the purpose of moving reconsideration at this meeting: Mrs. Ackermann, Mr. Duehay, Mr. McMahon, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Fitzgerald and Mr. Olesen "Absent". A motion by Mr. Duehay, seconded by Mr. Solomons, to reconsider the vote adopting the Superintendent's recommendation for appointment of teachers, hoping same would not prevail, failed of adoption.

It was unanimously voted to approve the Graduation Dates recommended by the Superintendent and members were assigned to represent the School Committee as follows:

GRADUATIONS

Monday	June 6	Cambridge High & Latin School	Mr. Duehay	6:00 p.m.
Tuesday	June 7	Rindge Technical School	Mr. McMahon	6:00 p.m.
Monday	June 6	Peabody School	Mr. Olesen	9:30 a.m.
Monday	June 6	M. E. Fitzgerald School	Mr. McMahon	11:00 a.m.
Tuesday	June 7	Harrington School	Mr. Olesen	9:30 a.m.
Tuesday	June 7	Houghton School	Mr. Solomons	11:00 a.m.
Wednesday	June 8	Longfellow School	Mr. Solomons	9:30 a.m.
Wednesday	June 8	Thorndike School	Mr. Fitzgerald	11:00 a.m.
Wednesday	June 8	Fletcher School	Mr. Duehay	2:00 p.m.
Wednesday	June 8	Voc. School for Boys & Girls	Mr. Fitzgerald	8:00 p.m.
Thursday	June 9	Agassiz School	Mr. Solomons	9:30 a.m.
Thursday	June 9	Roberts School	Mr. Fitzgerald	11:00 a.m.
Thursday	June 9	Webster School	Mr. Duehay	2:00 p.m.
Friday	June 10	Russell School	Mr. Solomons	9:30 a.m.
Friday	June 10	Morse School	Mr. Fitzgerald	11:00 a.m.
Friday	June 10	Putnam School	Mr. Olesen	2:00 p.m.

On motion by Mr. Duehay, seconded by Mr. McMahon, it was voted to reconvene in regular session.

On motion by Mr. Duehay, seconded by Mr. McMahon, it was voted to ratify and affirm the votes taken in executive session.

On motion by Mr. McMahon, seconded by Mr. Duehay, it was voted to adjourn:

ADJOURNED.

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(Official Report)

Wednesday, May 25, 1966

Regular Meeting:

Members present: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes.

Mayor Hayes in the chair.

A motion by Mrs. Ackermann, seconded by Mr. McMahon, to suspend the rules for the purpose of conducting a Hearing at this time, failed to receive the required five votes on the following roll-call: Mrs. Ackermann, Mr. Duehay, Mr. McMahon and Mayor Hayes voting "Yea"; Mr. Fitzgerald and Mr. Olesen voting "Nay"; Mr. Solomons "Absent".

Having filed notice as required by the rules, Mrs. Ackermann moved, seconded by Mr. Duehay, reconsideration of the voting adopting the motion "That the communication from the City Solicitor approving the agreement between the School Committee and Educational Services Incorporated for the use of the Peabody School, be made part of the minutes and that the City Solicitor be again asked to render an opinion as to the legality of this matter." On the following roll the motion 'to reconsider' prevailed: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon and Mayor Hayes voting "Yea"; Mr. Olesen voting "Nay"; Mr. Solomons "Absent". On the recurring question Mr. Duehay asked and received unanimous consent to withdraw his motion. Mr. Duehay moved, seconded by Mrs. Ackermann, that the opinion of the City Solicitor be made part of the records.

Mr. Duehay asked and received unanimous consent to withdraw the motion. On motion by Mr. Fitzgerald, seconded by Mrs. Ackermann, it was voted to amend the main motion by striking out the words "and that the City Solicitor be again asked to render an opinion as to the legality of this matter". On the following roll-call it was then voted to adopt the main motion as amended "That the communication from the City Solicitor approving the agreement between the School Committee and Educational Services Incorporated for the use of the Peabody School be made part of the minutes." Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mayor Hayes voting "Yea"; Mr. Olesen voting "Nay"; Mr. Solomons "Absent".

On motion by Mr. Duehay, seconded by Mr. McMahon, it was voted to suspend the rules for the purpose of conducting a hearing.

Dr. Ruth F. Boland, Director and Richard T. Colgan, Assistant Director, in the Bureau of Pupil Services, appeared before the committee and discussed at length the work of their department, with particular reference to Guidance. At the conclusion of the discussion the chairman ordered the hearing closed.

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted that the minutes of the meeting of May 3, 1966 be approved as presented.

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to refer to the Superintendent for appropriate action a notice received from the office of Governor John A. Volpe proclaiming June 5, 1966 as "Teachers' Day".

On motion by Mr. Solomons, seconded by Mrs. Ackermann it was voted to place on file a communication from Assistant Superintendent of Schools David

Hockman, thanking the committee for their kind condolence at the time of the death of his father.

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to make part of the minutes the following communication from Albert M. Saterialek Master's Assistant in Mathematics, High & Latin School:

> School Committee
> Cambridge, Mass.
> Dear Members:
>
> I wish to express my sincere thanks to you for postponing the School Committee meeting that you might be honored guests at my testimonial dinner, and also for your kind commendations which were publicly read that evening by James F. Fitzgerald.
>
> To me teaching was a profession in which I sensed that my efforts had a favorable and eternal influence on my students which would help to make them happier citizens, a feeling that made me reluctant to retire.
>
> My relationship with the School Committee and our Superintendent has always been a happy one, a pleasant thought for the future.
>
> Sincerely,
> /s/ALBERT M. SATERIALE

Petition was received from Mrs. Bernadette L. Mahoney, widow of Thomas F. Mahoney, retired custodian, for annuity under Chapter 32, Sec. 95 of the General Laws. On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted that the petition be referred to the City Manager for proper action.

On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted to place on file a communication from Matignon High School, thanking the committee for allowing the use of the facilities at the War Memorial Swimming Pool.

On motion by Mr. Duehay, seconded by Mr. Olesen it was voted to accept the resignation of Mrs. Dolores M. Gaudet, permanent part-time junior clerk typist, effective May 27, 1966.

On motion by Mr. Solomons, seconded by Mr. Olesen, it was voted to accept an invitation extended by Isaac Wilson Taylor Post, VFW, to participate with them in Memorial Services on Sunday, May 29 at the Rush A.M.E. Zion Church.

On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted to accept with thanks an invitation extended by the Russell School PTA to attend a program on "Community Schools", on Thursday, May 26 at 8 p.m. at the Russell School.

The following communication was received from "Citizens For Public Prayer":

Gentlemen:

Concerning the decision of the Supreme Court on the prayer in public schools, it is our opinion that the time has come for our representatives in the nation's capitol to take action to amend the Constitution in such a way as to clarify the original intent of our forefathers. Those men were not afraid to mention the name of God in public but to the contrary knew that the name of Him on whom they depended so fully should be mentioned in their every activity including government and that this mention was in no way the establishing of a government religion. Furthermore, in prohibiting this voluntary action on the part of the majority who still believe that the name of God has a place in their everyday activities, the state is taking a stand in favor of the minority who in the past have had the right to practice their belief by silence or by absenting themselves.

We respectfully urge you, therefore, as leaders of your local communities to take action in this matter and to go on record in support of a Constitutional amendment which will permit voluntary retention of prayer and Bible reading in the public schools of our land. It is our hope that church and state may remain separated but that God may not be separated from our state.

If your group votes to go on record in favor of this amendment, a statement to this effect should be forwarded to your representatives at the state and national level and issued to your local press.

Respectfully yours,
CARL R. GRIFFIN
Chairman

On motion by Mr. McMahon, seconded by Mr. Olesen, it was voted on the following roll-call, that the Cambridge School Committee, or a majority thereof, record itself in support of a constitutional amendment which will permit voluntary retention of prayer and bible reading in public schools and, further, that Senator Dirkson, Senator Kennedy, Senator Saltonstall and Congressman O'Neill be made award of this action: Mr. Fitzgerald, Mr. McMahon, Mr. Olesen and Mayor Hayes voting "Yea"; Mrs. Ackermann, Mr. Duehay, and Mr. Solomons voting "Nay".

The following communication was received from the City Manager relative to the School Building program:

May 24, 1966

To The Honorable
The Cambridge School Commmittee
1700 Cambridge Street
Cambridge, Massachusetts

Dear Sirs and Madam:

Enclosed you will find copies of two orders which I have received from the Cambridge City Council.

It is specifically called to your attention that my commitment to the School Committee was for the building of three schools. Any deviation from that commitment by the School Committee will be considered by me as a release of any commitment which the City of Cambridge has to the School Committee.

I refer specifically to the obvious attempt of the particularly amateurish, private manipulators of things politic in the Russell area to attempt by this device the erection of four schools. The City's financial position and immediate needs are such that we cannot afford to devote all our money for the private whims of a few to the detriment of the needs of the vast majority of the citizens of Cambridge. It must be remembered by the School Committee and those who are generating this force with the School Committee that the School Department of Cambridge is but one aspect of the vast governmental process which constitutes Cambridge. They cannot expect to eat the entire financial cake and let the rest of the City go hungry.

It is, therefore, my hope that the School Committee in its deliberations will be moderate in their demands when they attempt to determine this matter finally.

I am also pleased to notify the Cambridge School Committee that I have written to Sert, Jackson and Associates asking them to come in so that we may prepare and execute the necessary contract for them to proceed on the Houghton School.

You are also advised that by opinion of the City Solicitor it will be mandatory for the City to obtain legislation authorizing the use of the Ahern Playground and Father Callanan Field for school building purposes. When the issues are finally resolved so that we can precise the exact areas needed, I shall have suitable bills processed to the Legislature.

Very truly yours,
Joseph A. DeGuglielmo
City Manager

On mtion by Mr. Duehay, seconded by Mrs. Ackermann, it was voted that that City Manager be requested to prepare and file immediately with the General Court, legislation authorizing the use by the City of Cambridge of Father Callanan Field and Ahern Playground for school building purposes.

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to make part of the minutes the following communication from the City Solicitor as transmitted by the City Manager:

May 13, 1966

To the Honorable
The Cambridge School Committee
1700 Cambridge Street
Cambridge, Massachusetts

Dear Sirs & Madam:

I transmit herewith copy of an opinion received from Andrew T. Trodden, City Solicitor, relative to the use of various sites throughout the City of Cambridge for the erection of school buildings, more pointedly the Thorndike-Putnam School and the Russell School.

Yours truly,
Joseph DeGuglielmo
City Manager

May 13, 1966

Mr. Joseph A. DeGuglielmo
City Manager
City Hall
Cambridge, Massachusetts

Dear Sir:

You have asked me for an opinion with relation to the use of various sites throughout the City of Cambridge for the erection of school buildings, more pointedly the Thorndike Putnam School and the Russell School.

In my opinion property devoted to public use cannot be diverted to another use even though it be a public use, inconsistent with its prior use without plain legislation to that end. Once a piece of land is dedicated to park purposes, it is deemed to be available for use, not only by the citizens of the city or town, but by all of the citizens of the commonwealth.

As the Supreme Judicial Court pointed out in the historic Boston Common case, "The general public for whose benefit a use in the land was established by an owner obtains an interest in the land in the nature of an easement. The rights of the public in such an easement are subject to the paramount authority of the legislature which may limit, suspend or terminate the easement".

The General Court, therefore, must authorize the sale or appropriation to another use of park land.

Recently, the Legislative Authority was used in the Acts of 1953 Chapter 7 authorizing Cambridge to use Rindge Field for the erection of a public school building.

Again in 1955, the Legislative Authority was again used in the Acts of 1965, Chapter 49 when the City of Cambridge was authorized to build the Harrington School; and under the Acts of 1957, Chapter 364, the Legislature authorized the City of Cambridge to convey to the commonwealth a tract of land from a plan entitled Proposed Layout of Rev. P. H. Callanan Playground, Cambridge, Massachusetts.

Therefore, consistent with recent actions in the building of public schools in the City of Cambridge, it is my opinion that in all instances we should receive authorization from the State Legislature in each and every instance.

Yours very truly,
Andrew T. Trodden
City Solicitor

On motion by Mr. Olesen, seconded by Mr. Duehay, it was voted to make part of the minutes the following communication from the City Council:

— IN CITY COUNCIL —

May 16, 1966

WHEREAS: A copy of order by the School Committee dated April 5, 1966 relative to the retention of the Haggerty School site for full renovation and an addition to the present building, including classrooms and other special purpose rooms deemed necessary by the Superintendent was received, therefore be it

ORDERED: That the papers be returned to the School Committee for information relative to the needs of the School and the approximate cost to the City Council within two weeks time.

A true copy;

Attest: Thomas M. McNamara, City Clerk

SUPERINTENDENT OF SCHOOLS

(Reports and recommendations)

The Superintendent reported that the following candidates who were appointed to teaching positions at the meeting of May 3, 1966, have declined the appoinment:

George H. Powers
Laura B. Wick
Suzanne C. del'Etoile
Joan C. Ellis
Marjorie B. Ennis
Edmund J. Hill
Joanne M. Hillis
Helen L. Lafferty
Cheryl A. Lane

On motion by Mrs. Ackermann, seconded by Mr. Solomons it was voted to make part of the minutes a notice received from the Department of Education relative to the approval and funding of the "Cultural Enrichman Program":

May 9, 1966

In all correspondence refer to Project #6-049-189.
Your Project noted above submitted under Title I, ESEA, 1965, and entitled:

"Cultural Enrichment Program"

is approved for operation and payment.
Initial payment of $15,000.00 has been authorized and will be forwarded to the Cambridge School Committee by the Treasurer of the Commonwealth.
(The Superintendent of Schools may wish to determine that the check has, in fact, been received and deposited to the proper account.)

Accompanying Form I-4 shows status of your Title I Account. PLEASE COMPLETE AND RETURN ONE COPY OF THIS FORM THIRTY (30) DAYS PRIOR TO NEED FOR NEXT PAYMENT(S).

Signed,
Everett G. Thistle
Director, Division of Elementary
and Secondary Education

The Superintendent concurred in a recommendation by the Business Manager that in addition to sums previously appropriated, the sum of $8,690.00 be appropriated to Schedule F-27 NEEDS, said sum to be provided by transfer from Revolving Account School Grant PL 874, to provide for participation in the New England School Development Council Project. On motion by Mr. Solomons, seconded by Mr. Olesen, it was voted on the following roll-call to adopt the recommendation: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

The Superintendent reported the marriage on April 30, 1966 to Jeanne LeComte, teacher at the Morse School, to Robert Pallastroni, and that her name will now appear on our records as Jeanne Pallastroni.

There being no objection the chairman ordered made part of the records the following communication from the Harvard Graduate School of Education, relative to their Summer Institute To Train Teachers In A Liaison Role:

May 12, 1966

Mr. John M. Tobin
Superintendent of Schools
Cambridge Public Schools
1700 Cambridge Street
Cambridge, Mass.

Dear Mr. Tobin:

It is a pleasure to inform you that four Cambridge teachers have been selected for our Summer Institute to Train Teachers in a Liaison Role. They are:

Mr. Theodore S. Wayne	Peabody School
Mrs. Evelyn Geisinger	Morse School
Miss Hervena Joan Dillon	C.H.L.S.
Miss Jean Young	Houghton School

You will notice that we have accepted four candidates, although previously we had notified your office that there were only three places remaining. Because of our desire to take all four of these candidates, and Mr. Herzog's cooperation and encouragement, it has been made financially possible for us to accept four.

Thank you very much for your cooperation in this venture. These four candidates will certainly make a valuable contribution to the Institute and, we feel a valuable contribution to their schools during the coming academic year.

The principals whose teachers have been selected will be informed by letter and will be asked to attend a dinner on Tuesday, May 24, at which the role of the teacher-liaison will be clarified for the principals. Those candidates whom we have selected have already been informed by telephone, since we wished them to attend the participants' dinner tonight if possible, and will receive official notification in addition. Candidates who were not selected will be informed by letter within the next two days.

Thank you again for your help.

Sincerely yours,
Harriet Feinberg
Program Director

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that John G. Caulfield, teacher in the elementary French program, be granted leave of absence without loss of salary from June 20, 1966 through June 24, 1966, for the purpose of accepting an offer from the United States Department of State to attend a pilot program at the American School of Paris.

On motion by Mr. Fitzgerald, seconded by Mr. Olesen it was voted to accept the resignation, effective June 16, 1966, of John F. Burke a teacher in the Social Studies Department, High & Latin School, who has been appointed as law clerk to Chief Justice G. Joseph Tauro, of the Mass. Superior Court.

The Superintendent recommended that since the School Committee has agreed to participate in the Itinerant Program for the Partially Sighted, and representatives from Cambridge, Arlington and Lexington have interviewed candidates for the position of Itinerant Teacher, that Elizabeth Blumenthal, 2 Ware Street, Cambridge, be appointed to this position at a total salary of $6,603.00 plus $300.00 for transportation, the Cambridge share for this project being $2,223.33 for salary plus $100.00 for transportation. On motion by Mr. Solomons, seconded by Mr. McMahon, it was voted to suspend the rules for the purpose of taking action on this recommendation at this meeting. On motion by Mrs. Ackermann, seconded by Mr. McMahon it was voted on the following roll-call to adopt the Superintendent's recommendation: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

On motion by Mrs. Ackermann, seconded by Mr. Solomons it was voted to adopt a recommendation by the Superintendent that the City Manager be requested to take whatever action is necessary to secure the old Kelley School Building against further vandalism and other hazards.

On motion by Mr. Solomons, seconded by Mrs. Ackermann it was voted to adopt the Superintendent's recommendation that whereas the old Kelley School building could be reactivated by an extensive renovation program and made useable as an elementary school building during the period when the new school building program is in progress, the City Manager is respectfully requested to appoint an architect for the purpose of preparing plans and specifications for refurbishing this building.

Conforming to an order that he study and report on a petition of the Parent Planning Board and Parent Tutoring Committee, relative to continuing instruction in remedial reading at the Roberts School during the summer months, the Superintendent presented the following report and on motion by Mr. Olesen, seconded by Mr. Solomons, it was voted to accept the report:

> The provisions of an approved proposed under Title I of the Elementary and Secondary Education Act will provide for instruction in reading and mathematics during after school hours for the balance of this school year, and for classes during each weekday morning in the months of July and August.
>
> A newly approved proposal will add personnel for instruction in music, art and science.
>
> One of the six approved centers will be located in the Roberts School.
>
> Respectfully submitted,
> /s/JOHN M. TOBIN, Supt. of Schools

Conforming to an order that he report on a petition to include a room for handicapped children in all new school buildings, the Superintendent presented the following report and on motion by Mr. Olesen, seconded by Mr. McMahon it was voted to accept the report and adopt the recommendations contained therein:

> The Superintendent recommends that the School Committee request the City Manager to provide in one classroom in each of the proposed elementary schools, those facilities essential for the proper instruction of handicapped children if the numbers warrant.
>
> Respectfully submitted,
> JOHN M. TOBIN, Supt. of Schools

Conforming to an order that he report on a request received from the City Council relative to the feasibility of providing mobile facilities for hot lunch program in those schools currently lacking this advantage, the Superintendent presented the following report:

May 17, 1966
In City Council,
March 21, 1966

WHEREAS: — Facilities for providing students with the hot lunch program enjoyed by those attending the newer schools are lacking in a large number of schools,

ORDERED: — That his Council recommend to the School Committee that they undertake immediately a study of the feasibility of providing mobile facilities for a hot lunch program in those schools currently lacking this advantage, and be it further

ORDERED: — That the Council request that the School Committee forward its findings to the Council by the fifteenth of May.

TO SCHOOL COMMITTEE:

In compliance with your request I am forwarding to you a copy of a report on this same topic which was submitted to the School Committee in June 1964.

The span of time has not altered the conclusions which are a part of that report.

In each of the three new elementary schools presently under consideration, facilities for a hot lunch program have been stipulated.

Further consideration will be given to determine the feasibility of including in the planning a program for providing hot lunches to the schools which will then be lacking in facilities.

Very truly yours,
John M. Tobin
Superintendent of Schools

June 23, 1964

—— IN SCHOOL COMMITTEE ——

> "In School Committee — June 2, 1964 — That the Superintendent confer with representatives of the Cambridge Gas & Electric Co., or similarly qualified advisors, and report back within a month on the advisability of establishing a central kitchen from the point of view of economics and convenience to supply hot lunches to every school that does not now have a hot lunch program, rather than providing a separate kitchen in each new school."

In compliance with the above Motion, I desire to submit the following report:

A conference was held with representatives of the Cambridge Gas & Electric Co. relative to the advisability of establishing a central kitchen to supply hot lunches to those schools which do not presently have such a program.

Consideration was given to these items:

(a) Space requirements for the central kitchen and for each school.

(b) Necessity for transportation from the central kitchen to each school and for the return of the equipment.

(c) Personnel requirements.

(d) Possibility of using kitchens in the schools presently equipped.

(e) Equipment requirements.
The Conclusions reached were that:

(a) Kitchens in each of the schools presently equipped were planned to service only one school. They could not economically be enlarged to handle an expanded program.

(b) A new building or extensive alteration of presently available facilities would be necessary to house a central kitchen.

(c) Daily transportation of lunches to the schools to be serviced would require personnel and specially equipped trucks and equipment to ensure the maintenance of proper food temperature and of the cleanliness of the operation. Those trucks would also be required to return the equipment to the central kitchen for sterilizing.

(d) Areas used for cafeterias in each of the schools would require alterations to ensure sanitation, proper venting, and pleasant surroundings.

(e) Personnel would be required at each school to receive and to distribute the food; to collect, pack and prepare the equipment for return to the central kitchen; to clean the floors and dispose of the waste.

(f) No school systems in this general area have adopted this system.

Exact cost figures are not presently available to provide a comparison between a "central kitchen" and the "kitchen in each school" proposals. It would seem however that the disadvantages of the former far outweigh the latter.

John M. Tobin
Superintendent of Schools

Mr. Olesen moved, seconded by Mr. Fitzgerald that the foregoing report be accepted. A substitute motion by Mrs. Ackermann, seconded by Mr. Solomons, that the matter be referred back to the Superintendent with the request that he study the possibility of establishing at least a pilot program of providing mobile hot lunches in at least one school lacking these facilities, failed of adoption. It was then voted to adopt the motion to accept the Superintendent's report as set forth above:

On motion by Mr. Olesen, seconded by Mr. McMahon, it was voted to place on the 'calendar' a report from the Superintendent relative to school sessions, and set forth in its entirety below:

May 20, 1966

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE:

In compliance with the directive of the State Department of Education which requires a school day of five and one half hours exclusive of lunch and recess and which establishes September 1966 as the effective date, the Superintendent recommends that Section 5 of Chapter IX of the Rules of the Cambridge School Committee be rescinded and the following be adopted:

> SECTION 5. Hours. Except as otherwise ordered by the School Committee the sessions of the schools shall be according to the following schedule:

I. Grades 9 through 12.	
High and Latin School	From 8:30 A.M. to 2:25 P.M.
Rindge Technical School	From 8:30 A.M. to 2:35 P.M.
II. Grades 1 through 8	
One Session Elementary Schools	From 8:30 A.M. to 2:30 P.M.
Two Session Elementary Schools	From 8:30 A.M. to 11:30 A.M. and From 12:30 P.M. to 3:00 P.M.
III. Kindergarten Classes.	
One session Schools	
A.M. class	From 8:30 A.M. to 11:15 A.M.
P.M. class	From 12:00 Noon to 2:30 P.M.
Two session schools	
A.M. class	From 8:30 A.M. to 11:30 A.M.
P.M. class	From 12:30 P.M. to 3:00 P.M.
IV. Boys' Vocational School	From 8:30 A.M. to 2:35 P.M.
Girls' Vocational School	From 8:30 A.M. to 2:35 P.M.

For the information of the Committee there are attached a copy of the directive of the State Department of Education and a comparison chart of the present and the recommended time schedule.

Very truly yours,

John M. Tobin

Superintendent of Schools

LENGTH OF THE SCHOOL DAY

	PRESENT			PROPOSED		
	Time Schedule	Lunch and Recess	Net Time	Time Schedule	Lunch and Recess	Net Time
High and Latin	8:30 - 2:00	20 min.	5 hrs. 10 min.	8:30 - 2:25	20 min.	5 hrs. 35 min.
Rindge Technical	8:30 - 2:10	20 min.	5 hrs. 20 min.	8:30 - 2:35	20 min.	5 hrs. 45 min.
One Session Elementary	8:30 - 2:00	40 min.	4 hrs. 50 min.	8:30 - 2:30	40 min.	5 hrs. 20 min.
Two Session Elementary	8:30 - 11:30	——	5 hrs. 11 min.	8:30 - 11:30		5 hrs. 30 min.
	12:30 - 2:30		5 hrs.	12:30 - 3:00		
Kindergarten — One	8:30 - 11:00	——	2 hrs. 30 min.	8:30 - 11:15		2 hrs. 45 min.
Session Elementary	12:00 - 2:00		2 hrs.	12:00 - 2:30		2 hrs. 30 min.
Kindergarten — Two	8:30 - 11:30	——	3 hrs.	8:30 - 11:30		3 hrs.
Session Elementary	12:30 - 2:30		2 hrs.	12:30 - 3:00		2 hrs. 30 min.
Boys' Vocational	8:30 - 2:10	20 min.	5 hrs. 20 min.	8:30 - 2:35	20 min.	5 hrs. 45 min.
Girls' Vocational	8:15 - 2:30	30 min.	5 hrs. 45 min.	8:30 - 2:35	20 min.	5 hrs. 45 min.

There being no objection the chairman ordered placed on the 'calendar' bids received for furnishing one tool storage cabinet for Boys' Vocational School; for furnishing an off-set duplicator for Rindge Technical School; for furnishing a speed lathe for Boys' Vocational School; for furnishing library furniture for Thorndike, Haggerty and Rindge Technical School.

REPORTS OF COMMITTEES

The following reports of the Committee on Buildings & Grounds were presented:

COMMITTEE ON BUILDINGS & GROUNDS

Monday, May 9, 1966

Present: Mr. McMahon, Chairman, Mr. Duehay, Mr. Fitzgerald. Also present were Assistant Superintendent David Hockman and Mr. Ralph Dunphy, Superintendent of the Public Works Department, representing the City Manager.

It was voted to recommend that the Public Works Department be requested to start at once, the following projects:

Repaint outside doors and frames — Abraham Lincoln School

Repaint all outside doors and frames at M. E. Fitzgerald School

Repaint all interior surfaces at Girls' Vocational School

Repaint all metal work and interior doors of lobbies at entrances to B, C. and E sections at the Morse School.

It was further voted to recommend that when the above projects are completed the Public Works Department be requested to start work on repainting all classrooms, corridors, offices and lavatories at Rindge Technical School except the library, rooms used for Grades 13 & 14 and auditorium, which have been repainted recently.

It was voted to recommend that the Chief Custodian be instructed to advertise for bids to complete the following projects:

Paint auditorium — Abraham Lincoln School.

Paint auditorium, old building, High & Latin School.

Paint all exterior surfaces — window frames, doors, fences — Longfellow School

Paint all exterior doors, window frames and metal work at Fitzgerald School (except new section).

Paint exterior doors, window frames and metal work — Morse School

Paint all exterior doors, window frames and fences — Roberts School

Paint all doors and canopy over entrance — Harrington School

Repaint auditorium — gym — Russell School.

It was voted to recommend that the Public Works Department be further requested to start work as soon as possible on the landscaping at High & Latin and Rindge Technical Schools.

It was voted to recommend that the Senior Custodian assigned to the High & Latin School shall be in charge of the entire plant, including the boiler room and the War Memorial, and that he shall make all after-school assignments of custodians in these areas.

Respectfully submitted,

COMMITTEE ON BUILDINGS & GROUNDS
Monday, May 23, 1966

Present: Mr. McMahon, Chairman, Mr. Duehay, Mr. Fitzgerald.

Mr. Alphonse J. Centofanti, newly appointed senior custodian at the High & Latin School appeared before your committee and discussed at length conditions now existing at High & Latin School with relation to maintenance of the plant and outlined his plans for improving present conditions.

Your committee, having received numerous complaints about the accumulation of rubbish, etc., outside the Rindge Technical and High & Latin Schools, has instructed Assistant Superintendent Hockman to communicate with the City Manager for the purpose of having the Public Works Department increase the number of weekly rubbish collections at these buildings, preferably on Tuesdays, Thursdays and Fridays between 1 and 1:30 p.m., and thus eliminate a serious fire and health hazard.

It was also voted to recommend that Assistant Superintendent Hockman communicate with the City Manager advising him that the custodial staff at High & Latin School have cleaned out a great deal of old material and that this discarded material and trash has been accumulated in the court yard of the school, and has remained there for over a month. Inasmuch as this accumulation constitutes a very serious fire hazard in this area the City Manager is requested to have the Public Works Department remove this trash at once.

Mr. Jordan Berman of Berman Associates attended this meeting on invitation of your committee and discussed the matter of the renovation of the Business Offices and School Committee offices. Mr. Berman will submit a proposal for arranging this project. Upon receipt of this proposal your committee will report in greater detail to the School Committee.

It was voted to recommend that John Connor, being the junior custodian with the longest seniority, be transferred from his present assignment at High & Latin School to the vacancy existing at the War Memorial without change in rating or salary.

It was voted to recommend that Thomas Collins, being the junior custodian with the longest seniority, be transferred from his present assignment at Rindge Technical School to the vacancy existing vacancy at the Longfellow School without change in rating or salary.

It was voted to recommend that the Chief Custodian be authorized to engage the services of a heating engineer to survey the boiler room at the High & Latin School for the purpose of completing necessary repairs, said survey to include a statement of the approximate cost of supplying heat to the Public Library from this plant, said survey to be conducted at a cost not to exceed $1200.00.

It was voted to recommend that that portion of the City Council Order with relation to renovation of the present Haggerty School, be referred to the Superintendent with authorization to engage the services of Mr. John A. Deloria as consultant at a fee not to exceed $200.00 for professional advice in the preparation of his report; and, further, that the matter of the erection of an addition to the present Haggerty School be referred to the City Manager for appropriate action. Mr. Duehay is recorded as voting "Nay".

It was voted to adjourn.

Respectfully submitted,

EDWARD M. McMAHON-Chairman

On motion by Mrs. Ackermann, seconded by Mr. McMahon, it was voted to accept the report and adopt the recommendations contained in the report of the Committee on Buildings & Grounds of May 9, 1966, as set forth above. Mr. McMahon moved, seconded by Mr. Olesen that the report of the Committee on Buildings & Grounds of May 23, 1966, set forth in detail above, be accepted and the recommendations contained therein be adopted. A motion for the previous question having prevailed, it was voted on the following roll-call to adopt the motion to accept the report of the Committee on Buildings & Grounds of May 23, 1966, set forth in detail above, and adopt the recommendations contained therein: Mr. Fitzgerald, Mr. McMahon, Mr. Olesen and Mayor Hayes voting "Yea"; Mrs. Ackermann voting "Nay"; Mr. Duehay and Mr. Solomons "Present". A motion by Mr. Olesen, seconded by Mr. McMahon to suspend the rules for the purpose of moving reconsideration, failed to receive the required five votes on the following roll-call: Mr. Fitzgerald, Mr. McMahon, Mr. Olesen and Mayor Hayes voting "Yea"; Mrs. Ackermann, Mr. Duehay and Mr. Solomons voting "Nay".

On motion by Mr. Olesen, seconded by Mr. Duehay, it was voted to convene in executive session.

EXECUTIVE SESSION

On motion by Mr. Solomons, seconded by Mr. Olesen, it was voted to adopt the Superintendent's recommendation to adopt the resignation of Barbara J. Van Dell, teacher at the M. E. Fitzgerald School.

The chairman ordered placed on the 'calendar' the Superintendent's recommendation that the following teachers be elected for a period of one year from September 1, 1966 at the salaries indicated:

PROVISIONAL

May 24, 1966

I hereby recommend the election of the persons named below to the schools and with the ranks indicated in each case to take effect on the date set opposite each name, and certify that these recommendations are in accordance with the rules of the School Committee.

School	Name of Teacher	Rank	Salary	To Take Effect
Longfellow	Sophia Mitropoulos	Teacher (IV)	$5600.00	Sept. 1, 1966
Elementary	Natalie A. Gratovich	Teacher (Elem. Music)	$5600.00	Sept. 1, 1966
	John S. Malatesta	Teacher (Elem. Science)	$5600.00	Sept. 1, 1966
Music	William M. Tower, Jr.	Teacher (Instrumental Music)	$5600.00	Sept. 1, 1966

Cambridge High and Latin	Susan E. Andrews	Teacher (English)	$6200.00	Sept. 1, 1966
	Carolyn J. Salto	Teacher (English)	$5600.00	Sept. 1, 1966
	Karen Archambault Miselis	Teacher (French)	$5600.00	Sept. 1, 1966
	Laura N. Jacobs	Teacher (Science)	$6200.00	Sept. 1, 1966

Qualifications: RECOMMENDED FOR APPOINTMENT UNDER THE AMENDED RULES OF THE SCHOOL COMMITTEE.

May 24, 1966

PERMANENT

I hereby recommend the election of the persons named below to the schools and with the ranks indicated in each case to take effect on the date set opposite each name, and certify that these recommendations are in accordance with the rules of the School Committee.

School	Name of Teacher	Rank	Salary	To Take Effect
Elementary	Lorraine G. McDonough	Teacher (French)	$5600.00	Sept. 1, 1966
Cambridge High and Latin	Clara M. Hayes Barrett	Teacher (English)	$6700.00	Sept. 1, 1966
	Geraldine M. Gilligan	Teacher (Latin)	$5600.00	Sept. 1, 1966

Qualifications: Candidates qualified as a result of the National Teacher Examinations, reported by the Board of Examiners of the Cambridge School Department. Statement of qualifications submitted separately to the Members of the School Committee.

The rules having been suspended it was voted on the following roll-call to adopt a motion by Mr. Solomons, seconded by Mr. Duehay, to approve a recommendation of the Board of Examiners, concurred in by the Superintendent, that Paul Mahoney, Master of the Webster School, be appointed Project Director for After-School Centers under Title I of the Elementary and Secondary Education Act: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Olesen "Absent".

The rules having been suspended it was voted on the following roll-call to adopt a motion by Mr. Duehay, seconded by Mr. Solomons to approve a recommendation of the Board of Examiners, concurred in by the Superintendent, that the following personnel be appointed as Center Supervisors under Title I of the Elementary and Secondary Education Act:

Mr. Walter N. Conlon	for Roberts Center
Mr. William A. Edmonds	for Thorndike Center
Mr. Frank J. Frisoli	for Fitzgerald Center
Mr. John C. Landrigan	for Morse Center
Mr. Joseph G. McKenna	for Houghton Center
Mr. Geo. W. Sullivan	for Harrington Center

Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Solomons and Mayor Hayes voting "Yea"; Mrs. Ackermann "Present"; Mr. Olesen "Absent".

The rules having been suspended it was voted on the following roll-call to adopt a motion by Mr. Duehay, seconded by Mr. Solomons to approve a recommendation of the Board of Examiners, concurred in by the Superintendent, that Richard T. Colgan, Assistant Director of the Bureau of Pupil Services, having met the requirements for the position, be appointed to the position of Supervisor for School-Home Liaison Project under Title I of the Elementary and Secondary Education Act: Mrs. Ackermann, Mr. Duehay, Mr. McMahon, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Fitzgerald "Present"; Mr. Olesen "Absent".

Superintendent of Schools

Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Olesen "Absent":

The rules having been suspended it was voted on the following roll-call to

School Centers Program in the following areas of instruction: Mrs. Ackermann,

May 25, 1966

adopt a motion by Mr. Duehay, seconded by Mr. Solomons to approve a recommendation of the Board of Examiners, concurred in by the Superintendent, that the following personnel be approved as eligible for appointment to the After

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE:

RECOMMENDED

That the following personnel be approved as eligible for appointment to the After School Centers Program in the following areas of instruction:

Reading Teachers
Mathematics Teachers
Guidance Counselors
Librarians
Teacher Aides
Secretary-Bookkeepers

List in each category is attached hereto.

John M. Tobin

READING TEACHERS

Adelman, Louise S.
Beatrice, Diane
Blessington, Mary A.
Budryk, Peter P.
Carey, Margaret A.
Clarke, John M.
Dane, Helen E.
Drooker, Myra H.
Fallon, Eleanor A.
Forte, Eloise
Frisoli, Mary Ann
Gaja, Ruthann
Hall, Aloyse C.
Howard, Catherine
Hughes, Alice A.
Mould, Leslie S.
Mroz, Mary T.
Murphy, Elsie L.
Murphy, Marie Flynn
Murphy, Mary C.
Normile, Alexandra
O'Brien, Elenore M.
Olesen, Maureen J.
Oliver, Leslie S.
Pallatrone, Jeane
Pierce, Julia
Robertson, Jane Ann
Sennott, John P.
Siskind, Beverly A.
Synnott, Catherine

Kreitzman, Susan
Leahy, Mary E.
Mackay, Joyce V.
Mahoney, Marie E.
Martin, Carole M.
McCauley, Elizabeth H.
McGonagle, Helen M.
Tanzer, Marjorie S.
Tremblay, Mark R.
Verrier, Lorraine M.
Volpe, Rosalind A.
Walsh, Irene
Whitney, Joseph C.

MATHEMATICS TEACHERS

Barrett, Nena F.
Burke, Francis R.
Calnan, Richard J.
Coady, James
Kelly, Daniel J.
La Chance, Roland
McGinn, Marilyn A.
Mokaba, George C.
Morris, Henry J.
Mullaney, Thomas M.
Nelligan, Peter
Neuschatz, Rita
O'Brien, Patrick J.
Coughlan, William J.
Dawson, Paul F.
Fitzgerald, James M.
Hallice, John J.
Peck, Glen B.
Powers, John C.
Rogan, Eleanor
Saideh, George J.
Sinclair, John
Stead, Charles L.
Wadden, Catherine E.
Walsh, Dorothy D.

GUIDANCE COUNSELORS

Bergeron, Mary Ann
Doria, Joyce C.
Dynan, William J.
Hannon, Marion J. B. Mrs.
Hynds, Henry C.
Kelleher, Elizabeth
Moran, Mary F.
Murphy, Paul J.
O'Sullivan, Katherine C., Mrs.
Palatini, Lila
Shea, Gerald F., Jr.
Sullivan, Mary L.
Sullivan, Robert
Taff, Paula E.

LIBRARY

Bailey, Ann O.
Johnsen, Blanche M., Mrs.
Johnsen, Brede C., Mr.
McCoy, Audrey L.

TEACHER'S AIDES

NAME	ADDRESS	SCHOOL ATTENDING
Bergson, Lucy	56 Linnaean St.	
Bolger, Michael	18 Newtowne Court	C. H. L. S.
Budwitis, Claire	34 Tierney St.	Boston College
Coady, Helen A.	11 Leonard Ave.	
Cedrone, Kathleen	29 Donnell St.	C. H. L. S.
Cedrone, Marie	29 Donnell St.	C. H. L. S.
Cushner, Carol	31 Everett St.	
Doody, Marilyn	28 Bristol St.	Framingham State
Edmonds, Stephen	66 Griswold St.	Eastern Montana
Enos, Gail	82 Sixth St.	C. H. L. S.
Frisoli, Elizabeth	99 Trowbridge St.	Emanuel
Graham, Jane	78 Washington Elms	C. H. L. S.
Johnson, Robert	326 Concord Ave.	
Leary, Barbara	9 Verdun St.	St. Mary's
Looney, Frances	1524 Cambridge St.	C. H. L. S.
Metivier, Joseph	67 Otis St.	Massachusetts State
Mochi, Nancy	25 Winter St.	Northeastern

Mullen, Mary	11 West St.	St. Mary's
O'Connor, David	100 Memorial Drive	Georgetown
Pierce, Judith	76 Standish St.	Matignon
Reilly, Kathleen	41 Seven Pines Ave.	North Camb. Catholic
Riggins, ? ? ? ? ?, Mrs.	43 Washington Elms	
Sleeper, Richard	18 Roosevelt Towers	Huntington Prep.
Spagnuolo, Geraldine	43 Cameron Ave.	Emanuel
St. George, Joseph	348 Windsor St.	C. H. L. S.
Sullivan, Karen	43 Stearns St.	St. Peter's
Weir, Vivian C.	5 Vandine St.	Radcliffe
Witham, Mary F.	53 Shepard St.	

SECRETARY - BOOKKEEPERS

Andrews, Mary G., Mrs.
Boyle, Katherine
Broderick, Alice
Casey, Mildred, Mrs.
Connor, Eileen M.
Doucette, Eva
Fitzmaurice, Alice B., Mrs.
Gannon, Mary, Mrs.
Quinn, Margaret M.
Sheehan, Catherine L.
Theall, Mary E.

On motion by Mr. Solomons, seconded by Mr. McMahon, it was voted on the following roll-call to adopt a recommendation of the Director of Physical Education and Athletics, concurred in by the Superintendent that the medical bills set forth below be approved for payment: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Olesen "Absent":

Ronald Jones of 2 Putnam Gardens, Cambridge broke a front tooth while playing basketball for Rindge on Dec. 30, 1965. Dr. David S. Gordon, 763 Mass. Ave., Cambridge, will do the following work: X-Ray, root canal, cast gold core, and porcelain crown for $113.00. He will not do the work unless he gets an authorization from the School Department.

Thomas Remeika of 764 Cambridge Street, Cambridge, broke a front tooth while playing hockey for High & Latin School on January 20, 1966. His mouthpiece became disengaged and slipped. The cost of X-ray, temporary and full crown is $100.00 Dr. Norman W. Reinhalter, 5 Boylston Street, Cambridge, has completed the work.

On March 3, 1966, John O'Callahan while participating in practice for High & Latin School Swimming Team struck the pool wall with his mouth breaking an enamel cap on a front tooth. Dr. Leo Cannon, 4 Brattle Street, Cambridge, has completed the necessary work. The cost of professional services including a porcelain jacket is $70.00.

There being no objection the chairman ordered placed on the 'calendar' the Superintendent's recommendation that the following Board of Examiners for the position of Headmaster's Assistant, Home Economics, High & Latin School, be approved:

Mrs. Lillian C. Kreger, Supervisor of Home Economics, Junior & Senior High Schools, Framingham, Mass.

B.S. in Science (Home Economics, 1941.) Framingham State Teachers' College.
M.S. (Domestic Science) Simmons College, 1958.

Miss Catherine F. Fuller, B.S., Framingham State, 1924 (Home Economics)
M.S. Simmons College (Home Economics) 1952

Dr. Mary L. O'Connor, Ph.D., B.S. State College at Framingham.
M.A. Columbia University
Ph.D. University of Connecticut

On motion by Mr. McMahon, seconded by Mr. Duehay, it was voted, that Timothy F. Carney, Watchman, be granted permission to be absent on sick leave with salary from June 13, 1966 through August 3, 1966.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to convene in regular session.

On motion by Mr. Solomons, seconded by Mr. McMahon, it was voted to ratify and affirm the votes taken in executive session.

On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted to recess this meeting until Tuesday, May 31, 1966 at 7:30 p.m.

RECESSED:

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(Official Report)

Tuesday, May 31, 1966

Recessed Meeting:

Regular meeting of May 25, 1966 recessed by vote of the School Committee to May 31, 1966 at 7:30 p.m. in the School Committee offices.

Members present: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Solomons and Mayor Hayes.

Mayor Hayes in the chair.

A motion by Mrs. Ackermann, seconded by Mr. Solomons, to suspend the rules for the purpose of introducing a communication from the Haggerty School PTA, failed of adoption on the following roll-call: Mrs. Ackermann, Mr. Duehay and Mr. Solomons voting "Yea". Mr. Fitzgerald, Mr. McMahon and Mayor Hayes voting "Nay"; Mr. Olesen "Absent".

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

CALENDAR:

On motion by Mr. Duehay, seconded by Mr. McMahon, it was voted to adopt the text books recommended by the Superintendent at the meeting of May 3, 1966.

On the following roll-call it was voted NOT to adopt a motion presented by Mr. Solomons and Mrs. Ackermann at the meeting of May 3, 1966 "that the City Manager be requested to hire an architect or architects experienced in modern elementary school building to study the Longfellow, Roberts and Webster Schools and advise the School Committee on how these three schools can best be developed, by renovation or additions, into plants that conform to the Superintendent's specifications for new schools; and at the same time the City Manager be requested to hire an architect exprienced in modern secondary school building to study the High & Latin School and consult with the Superintendent and advise the School Committee on how best, by renovation or new building, a plant suited to the most modern educational methods can be achieved." Mrs. Ackermann, Mr. Duehay and Mr. Solomons voting "Yea"; Mr. Fitzgerald, Mr. McMahon and Mayor Hayes voting "Nay"; Mr. Olesen "Absent".

Question came on a proposed amendment to the rules presented by Mr. Solomons and seconded by Mrs. Ackermann at the meeting of May 3, 1966 "That Chap. VIII, Sec. 9, subsection entitled 'Requirements for Major Positions' be amended by adding in the fourth paragraph the sentence 'The Staff Board of Examiners of the Cambridge School Department shall evaluate the qualifications of each candidate for the positions of Director of Mathematics, Director of Social Studies, Director of Science, Director of Language Arts and Director of Lanugage, for consideration and ultimate recommendation by the Superintendent to the School Committee' so that the paragraph in its entirety shall read 'The Superintendent shall, subject to approval by the Committee, appoint a board of professional experts in the field of education to devise, administer and rate examinations for all promotions or appointments to major positions, except that the Staff Board of Examiners of the Cambridge School Department shall evaluate the qualifications of each candidate for the position of Director of Mathematics, Director of Social Studies, Director of Science, Director of

Language Arts and Director of Language, for consideration and ultimate recommendation by the Superintendent of Schools to the School Committee. The Board of Experts shall be paid a compensation of $200.00 each for their services. They shall be remunerated for legitimate expenses incurred in the operation of their services." A motion by Mr. Fitzgerald, seconded by Mr. McMahon, to lay this proposed amendment on the table failed of adoption on the following roll-call: Mr. Fitzgerald and Mr. McMahon voting "Yea"; Mrs. Ackermann, Mr. Duehay, Mr. Solomons and Mayor Hayes voting "Nay"; Mr. Olesen "Absent". On a point of order Mr. Fitzgerald stated that there is only sufficient money in the 1966 budget to fill two of these positions. The chair stated that Mr. Fitzgerald's point of order was well taken and that while these five positions were established by the School Committee at an earlier meeting only two positions were provided for in the 1966 budget and therefore only two could be filled at this time. On the following roll-call it was then voted to adopt Mr. Solomons proposed amendment as set forth above: Mrs. Ackermann, Mr. Duehay, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Fitzgerald and Mr. McMahon voting "Nay"; Mr. Olesen "Absent".

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the Superintendent's recommendation, presented at the meeting of May 3, 1966 that the following Board of Examiners for the position of Headmaster's Assistant-Mathematics, High & Latin School, be approved:

Michael J. Antone, Director of Mathematics, Medford Public Schools
Richard W. Hubbard, Director of Mathematics, Needham High School
David E. Rosengard, Asst. Headmaster, Girls' Latin School, Boston, Mass.

Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Olesen "Absent".

On the following roll-call it was voted to adopt a proposed amendment to the rules presented by Mrs. Ackermann at the meeting of May 3, 1966, seconded by Mr. Solomons "That Sec. 4b, Chap. XIV of the Rules of the School Committee entitled 'Vacations' be stricken out of the present rules and substitute therefore the following: Vacations must be taken in full during the calendar year and while schools are not in session unless otherwise voted by the School Committee with the exception of employees assigned to the Business Office and the Administrative Office. In the latter case, for personnel whose vacation allowances exceed two weeks, vacations may be taken at any time during the calendar year subject to the approval of the Superintendent of Schools or the Business Manager." Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Olesen "Absent".

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted on the following roll-call to adopt the Business Manager's recommendation on the acceptance of bids and awarding of contracts for Athletic Supplies as set forth below: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Olesen "Absent":

May 2, 1966

TO THE SCHOOL COMMITTEE:

This Department advertised for bids on Athletic Equipment and Supplies, to be opened on April 6, 1966. A list of wanted items was sent to: —

Marty Gilman, Inc.
Holovak & Coughlin

Ivory System, Inc.
Bucky Warren, Inc.
Musinsky's
Sportcraft Co.
House of Sports
E. F. Holland & Co.
Champion Knitwear Co.
Quincy Medical Supply Co. Inc.
Wilson Sporting Goods
Collegiate House
W. H. Brine Co.
J. F. Brine Co.
Boston Arena Skate Shop
Hyde Park Sporting Goods, Inc.

Bids were received and opened on April 6, 1966, from the following, who have been identified by number:

(1) Marty Gilman, Inc.
(2) Holovak & Coughlin
(3) Ivory System Inc.
(4) Bucky Warren Inc.
(5) Musinsky's Inc.
(6) Sportbilt Sporting Goods
(7) House of Sports, Inc.
(8) E. F. Holland & Co. Inc.
(9) Champion Knitwear Co.

The items for which prices were invited were numbered — from #1 to #136. It is recommended that on each item for which the specifications were clearly met, the lowest bidder be awarded a contract.

There were several items: — #9, 10, 14, 30, 31, 34, 35, 91, 92, 96, 98, 109, 109A, 121, 134, which required additional consideration. The three lowest bidders, in each instance, were requested to submit a sample, and on April 29, 1966, a meeting was held with the Director of Athletics, the Faculty Manager at Latin School, and every available Coach, so as to evaluate the samples submitted. Consequently, every item on the list has been recommended for contractual purchase, except for Items #108 (which should be purchased directly from the manufacturer , and for Items #109, and 109A (which deserve additional consideration, per sampling).

Tables Matters:

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to take from the table the minutes of the meeting of April 19, 1966. On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to approve the minutes of the meeting of April 19, 1966 as presented.

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to take from the table the report of the Committee on School Public Relations. Mrs. Ackermann moved, seconded by Mr. Duehay, that the report be accepted and the recommendations adopted, and further that the report be referred to the Superintendent for suggested changes in the rules to include the method of appointment to the position of Director. On a point of order Mr. Fitzgerald stated that this constitutes two motions and should be divided. The chair ruled that the motion as presented is, in his opinion, proper and in order. Mr. Fitzgerald doubted the ruling of the chair and on the following roll-call the chair's ruling was sustained: Mr. Duehay, Mr. Solomons and Mayor Hayes voted to sustain the ruling of the chair; Mr. Fitzgerald and Mr. McMahon voted not to sustain the ruling of the chair; Mrs. Ackermann "Present"; Mr. Olesen "Absent". It was then voted to adopt the motion by Mrs. Ackermann, seconded by Mr. Duehay that the report of the Committee on School Public Relations be accepted and the recommendations contained therein be adopted, and, further, that the report be referred to the Superintendent for suggested changes in the rules to include the method of appointment to the position of Director:

REPORT OF THE COMMITTEE ON SCHOOL PUBLIC RELATIONS

PUBLIC RELATIONS STAFF COMMITTEE:

Mr. John J. Sullivan, Master, Harrington School, Chairman
Mr. John W. Reilly, Master, Fletcher School
Miss Margaret L. Doolin, Master, Agassiz School
Mr. Robert J. Guest, Teacher, Camridge High and Latin School
Mr. William J. Joyce, Teacher, Rindge Technical School

SUMMARY OF POLICY

In view of the trend toward closer association between the school and the community it serves, it seems pertinent to examine the essentials of good school community relationships and the purposes of a sound, functional public relations program.

The commonly accepted essentials of a workable program for school-community relations include a person to person cooperative plan involving the School Committee, the school personnel, the parents and the children in order to share alike in all phases of an education which will prepare children for living together and helping one another in a pluralistic society — the complete educability of all children regardless of race, creed or color brought into public focus through the various media at hand.

The purpose of an effective program should be in keeping with the objectives of education in a democracy, namely:

To improve the quality of the children's learning and growing.
To enlist the interest and support of the public.
To inform the people of what the schools are doing and trying to do.
To encourage the democratic principles of public participation in school policy-making.
To coordinate school and community resources.

It is the considered opinion of the Public Relations Committee that such an important program indicates the need for a Director of School Public Relations.

The School Public Relations Director shall be directly responsible to the Superintendent of Schools and shall work cooperatively with the School Committee, the Superintendent and the staff in general.

DUTIES OF THE DIRECTOR OF SCHOOL PUBLIC RELATIONS

To provide copies of the Agenda of the School Committee for all members of the press who have indicated an interest in covering the meeting.

To maintain close liaison with the editors, editorial writers and reporters of the local and area press.

To be familiar with the problems as well as the operations of all news media

To cooperate with and help channel to the press pertinent news from designated members of the personnel who serve as Press Representatives for the schools.

To make available both professional and student talent for a Speaker's Bureau as requested by community groups and organizations.

To interpret the accomplishments and the needs of the schools at the request of the Superintendent.

To foster cooperative endeavor between the schools and the community.

To maintain complete files relating to public school information.

To provide photographic services as required for school news media.

To publicize all special events of educational value in which the public is involved, e.g., Open House Ceremonies, Dedications, National Education Week, etc.

To assist the staff in placing professional writing for State and National publications.

To provide editorial assistance in the preparation of formal reports requested by the School Committee, the Superintendent, or the Assistant Superintendents of Schools.

To be responsible under the direction of the Superintendent of Schools for the preparation of the Superintendent's Annual Report.

To be responsible for the publication of accurate, timely topics about the schools at appropriate times during the year.

To perform any other duties assigned by the Superintendent of Schools.

QUALIFICATIONS FOR DIRECTOR OF SCHOOL PUBLIC RELATIONS

A Master's Degree from an accredited College or University.

A minimum of 7 years full time teaching experience.

An awareness of what constitutes good public relations material and information.

An ability to stimulate in others a sense of responsible public relations attitudes in order to present a favorable public image of the schools.

A demonstrated experience in the writing and publication of any material directly concerned with education.

A personality to get along well with all members of the personnel, parents, children and news media.

An ability to conduct surveys, take samplings and make community studies.

A capacity to carry out all duties listed aforementioned.

A motion by Mrs. Ackermann, seconded by Mr. Duehay, to take from the table a motion presented at the meeting of April 19, 1966 "that the architect employed in 1963 and 1964 to draw up plans for the Haggerty School be respectfully requested to forward to the School Committee, in time for the next meeting, his various cost estimates, including the comparative cost to the taxpayers of each plan," failed of adoption.

On motion by Mrs. Ackermann, seconded by Mr. Solomons it was voted that a representative of the Haggerty School PTA be granted permission to address the committee. Mr. James Ayres, President of the Haggerty PTA appeared and discussed the matter of the renovation of the present Haggerty School and the proposed new addition thereto.

On motion by Mr. McMahon, seconded by Mr. Fitzgerald, it was voted that the City Manager be invited to be present at the regular meeting of the School Committee scheduled for June 21, 1966.

On motion by Mr. McMahon, seconded by Mr. Fitzgerald, it was voted that whereas, the architect for the new eight-room addition to the M. E. Fitzgerald School informed the committee that it was possible to enlarge this wing by adding another floor, and whereas, the present enrollment at the M. E. Fitzgerald is so large that the department is hard pressed to find suitable room to accommodate all the pupils attending this school and the projection for the coming school year seems to indicate an increase in enrollment, therefore it is ordered that the City Manager be requested to give immediate priority to the erection of eight additional classrooms to the present new section of the M. E. Fitzgerald School and that he appoint an architect at once to draw plans for this project for presentation to the School Committee for approval at the earliest possible time.

Mr. Solomons moved, seconded by Mr. Duehay, that Louis N. Fougere retiring master of the M. E. Fitzgerald School be given the title of Master Emeritus of the M. E. Fitzgerald School, on his retirement; and, further, that all retiring Masters and Headmaster be given the title of "Master Emeritus". On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to amend this motion by adding after the word "Headmasters" the words "Headmaster's Assistants". It was then voted to adopt the motion as amended.

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted that the Superintendent ascertain how many students in the secondary schools will be in need of individual speech therapy next September and inform the School Committee by the second meeting in June what steps he will take to provide this therapy.

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to refer to the Committee on Buildings & Grounds for study and report the following questions contained in a communication from the Building Committee of the Cambridge Council of PTA's:

1. The Roberts School PTA requests relocation of the library from the third floor to the basement.

2. In the schools being replaced, minimum necessary upkeep should be accomplished until actual abandonment.

3. The PTA at High & Latin School requests that its inquiry be answered respecting improvement of the grounds and courtyard.

4. The School Committee is requested to discuss with the Manager and the Department of Recreation the question of fuller use of school playgrounds, and if necessary, take responsibility itself for ensuring that equipment and space in school playgrounds is useable throughout the year to the fullest possible extent.

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that John T. Nolan, teacher at the High & Latin School be granted leave of absence without loss of salary from June 11, 1966 to June 25, 1966 because Mr. Nolan has been ordered to temporary military duty.

The chairman ordered placed on the 'calendar' as required by the rules the Superintendent's recommendation that the following text books be approved for use in the Cambridge public schools:

PUBLISHED BY HARCOURT, BRACE & WORLD, INC.
The Roberts English Series, Grds 3-6, by Gilbert

On motion by Mr. McMahon it was voted to convene in executive session. (Seconded by Mr. Solomons).

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to refer to the Superintendent with power a request from the Board of Public Welfare-Work Experience Program that they be granted permission to use one room at the Girls' Vocational School equipped with typewriters and typing tables or desks.

On motion by Mr. McMahon, seconded by Mr. Duehay, it was voted to adopt a recommendation by Assistant Superintendent Hockman, concurred in by the Superintendent, that two new positions of Junior Clerk-Typist be established in the Business Office and, further, that Civil Service be requisitioned for a list of persons eligible to fill these two positions.

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to approve the following reports from the Board of Examiners, concurred in by the Superintendent, relative to minimum criteria for selection of personnel for the Cultural Enrichment Project and School Liaison Project:

May 16, 1966

Mr. John M. Tobin
Superintendent of Schools
1700 Cambridge Street
Cambridge, Massachusetts 02138

Dear Mr. Tobin:

The Board of Examiners recommends the following minimum criteria for selection of personnel to fill positions requested in the proposal for the Cultural Enrichment Project under Title I of the Elementary and Secondary Education Act. Program will run July and August.

COORDINATOR: 1 position, $7 per hour, 20 hours per week
Requirements:
- a) Master's degree from an accredited college or university.
- b) Five years' experience as a regular teacher or administrator.
- c) Presently teaching in the Cambridge Public Schools.

ART TEACHER: 6 positions, $6 per hour, 20 hours per week
Requirements:
- a) State certification as a teacher.
- b) One year's teaching experience (minimum).
- c) Preference will be given to Cambridge teachers with a background of specialized training and/or experience in art.

MUSIC TEACHER: 6 positions, $6 per hour, 20 hours per week.

Requirements:

a) State certification as a teacher.
b) One year's teaching experience (minimum).
c) Preference will be given to Cambridge teachers with a background of specialized training and/or experience in music.

SCIENCE TEACHER: 6 positions, $6 per hour, 20 hours per week

Requirements:

a) State certification as a teacher.
b) One year's teaching experience (minimum).
c) Preference will be given to Cambridge teachers with a background of specialized training and/or experience in science.

TEACHER AIDE: 12 positions, $1.75 per hour, 20 hours per week

Requirements:

a) College graduates or college students.
b) High School graduates or High School students.
c) Other residents of the area served.

NOTE: In each classification, preference will be given to residents of the geographical area served by the Center.

SECRETARY-BOOKKEEPER: 1 position, $3 per hour, Full Time (40 hours per week)

Requirements:

Preference will be given to personnel who are qualified under State Civil Service Laws.

Very truly yours,
Edward A. Conley
Chairman
Board of Examiners

May 31, 1966

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE:

The minimum criteria for selection of School-Home Visitors under the School Liaison Project funded under Title I of the Elementary and Secondary Education Act were:

Requirements:

1) Certification as a guidance counselor.
2) Advanced courses in social work.
3) One year's experience in guidance work or related activity.
4) Preference will be given to personnel presently employed in Cambridge Public Schools.

Contacts made both within and outside of our schools indicate that the criteria noted above are too restrictive to permit staffing of the program.

It is therefore recommended that the criteria listed in the first paragraph be rescinded and the following substituted therefor:

Requirements:

1) Certified or certifiable by State Department of Education as a Guidance Counselor, or by the Youth Service Board as a School Social Worker or Adjustment Counselor.
2) Master's Degree in Social Work, Psychology, Guidance, **or** one year's experience in Social work or Guidance.
3) Preference will be given to personnel presently employed in Cambridge Public Schools.

Certification is still required under the proposed expansion of the criteria.

A copy of the pertinent job description is attached.

Very truly yours,
Edward A. Conley
Chairman
Board of Examiners

JOB DESCRIPTION: School-Home Visitor

Aids children in situations where they have difficulty adapting themselves to school life and where individualized professional help is indicated: Counsels children whose behavior or school progress indicates need for individualized guidance. Consults with parents, teachers, and other school personnel to determine causes of problems and effect solutions. Arranges for medical, psychiatric, and other examinations that may disclose causes of difficulties and indicate remedial measures. **Attempts to alter attitudes of parents and teachers** that may have caused or aggravated problems. Recommends change of class or school, special tutoring, or other treatment to effect remedy. **Serves as liaison between school and community resources,** such as family service agencies, child guidance clinics, protective services, doctors, and ministers. Serves as consultant to school personnel in respect to children or situations which are not referred to him for direct service.

On motion by Mrs. Ackermann, seconded by Mr. Solomons to adopt the Superintendent's recommendation that the following personnel be approved as eligible for appointment to the After School Centers Program in the following areas of instruction

Reading Teachers
Mathematics Teachers
Guidance Counselors
Teacher Aides
Secretary-Bookkeepers

Reading Teachers:

Irene Walsh
Moses Konjoian

Mathematics Teachers

John Graham
Elizabeth Driscoll

Guidance Counselors

Paul Dawson

Teacher Aides
Charles Barger, 62 Prince Street, Attending University of Mass.
Jane Gallagher, 16 Fainwood Circle, Attending St. Mary's
Pauline Dremetri, 28 Seven Pines Avenue, Boston University

Secretary-Bookkeeper
Beatrice Allen
Doris O'Connor

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to approve the recommendation of the Director of the After School Study Centers, concurred in by the Superintendent relative to tentative assignments of teachers in the After School Study Centers:

May 31, 1966

Mr. John M. Tobin
Superintendent of Schools
1700 Cambridge Street
Cambridge, Massachusetts

Dear Mr. Tobin:

Tentative assignments of teachers in the After School Study Centers are hereby respectfully submitted.

Respectfully yours,
Paul F. Mahoney
Project Director

ROBERTS

Aloyse Hall
Alice A. Hughes
Mary T. Mroz
Francis R. Burk
John J. Hallice
Marilyn A. McGinn
Marion Hannon
Gerald F. Shea
Ann O. Bailey
Michael Bolger
Jane Graham
Rosalind Riggins
Mary F. Witham
Mary C. Andrews
Eva M. Doucette

HARRINGTON

George Sullivan
John Clarke
Myra Drooker
Eloise Forte
Maureen Olesen
James Fitzgerald
George Mokaba
Elizabeth Kelleher
Mary Sulivan
Frances Looney
Richard Sleeper
Joseph St. George
Karen Sullivan
Vivian C. Weir
Mildred Casey

FITZGERALD

Leslie Mould
Marie Murphy
Leslie Oliver
Mark Tremblay
Roland La Chance
Eleanor Rogan
Catherine Wadden
Joyce Doria
Henry Hynds

MORSE

Helen Danc
Eleanor Fallon
Helen McGonagle
Jeane Pallatrone
Catherine Synnott
John Sinclair
George Saideh
Charles L. Stead
Robert Sullivan

Audrey L. McCoy
Barbara Leary
Judith Pierce
Kathleen Reilly
Geraldine Spagnuolo
Eileen M. Connor
Margaret M. Quinn
Catherine L. Sheehan

HOUGHTON

Joseph McKenna
Carole M. Martin
Elizabeth H. McCauley
Elenore M. O'Brien
Joseph Whitney
? ? ? ? ? B. Peck
John C. Powers
Mary F. Moran
Lila Palatini
Lucy Bergson
Helen A. Coady
Marie Cedrone
Robert Johnson
Alice Broderick

Paula Taff
Claire Budwitis
Carol Cushner
David O'Connor
Mary Gannon
Mary Theall

THORNDIKE

William Edmonds
Ruthann Gaja
Susan Kreitzman
Marie Mahoney
Alexandra Normile
Henry Morris
Peter Nelligan
Mary Ann Bergeron
Paul J. Murphy
Marilyn Doody
Stephen Edmonds
Gail Enos
Elizabeth Frisoli
Joseph Metivier
Nancy Mochi
Katherine Boyle

The chairman ordered placed on the 'calendar' as required by the rules the Superintendent's recommendation that the following teachers appointed provisionally having qualified as a result of successfully completing the requirements under which their appointments were conditioned, be re-elected:

Re-elected

May 23, 1966

I hereby recommend the election of the persons named below to the schools and with the ranks indicated in each case to take effect on the date set opposite each name, and certify that these recommendations are in accordance with the rules of the School Committee.

School	Name of Teacher	Rank	Salary	To Take Effect
Haggerty	Leslie E. Dunn	Teacher (Kdg.)	$5800.00	Sept. 1, 1966
Agassiz	Joyce A. Hernquist	Teacher (Kdg.)	$5800.00	Sept. 1, 1966
Longfellow	Maria M. Kleinman	Teacher (Kdg.)	$5800.00	Sept. 1, 1966
Fitzgerald	Rhoda K. Posner	Teacher (Kdg.)	$5800.00	Sept. 1, 1966
Houghton	Maureen T. Allenberg	Teacher (I)	$5800.00	Sept. 1, 1966
Longfellow	Camille M. Bonacci	Teacher (I)	$5800.00	Sept. 1, 1966
Morse	Judith S. Bradbury	Teacher (I)	$5800.00	Sept. 1, 1966
Roberts	Gail M. Carchia Aufiero	Teacher (I)	$5800.00	Sept. 1, 1966
Fitzgerald	Janice G. Devlin	Teacher (II)	$5800.00	Sept. 1, 1966
Peabody	Susan J. Durfee	Teacher (I)	$5800.00	Sept. 1, 1966
Roberts	Anita C. Enberg	Teacher (III)	$5800.00	Sept. 1, 1966

Fitzgerald	Roselyn L. Gray	Teacher (III)	$5800.00	Sept. 1, 1966
Houghton	Sydney Green	Teacher (II)	$5800.00	Sept. 1, 1966
Roberts	Norma M. DeThomasis	Teacher (VI)	$5800.00	Sept. 1, 1966
Houghton	Ruth M. Kiely	Teacher (V)	$5800.00	Sept. 1, 1966
Agassiz	Elizabeth MacDonald	Teacher (IV)	$5800.00	Sept. 1, 1966
Harrington	Leslie S. Oliver	Teacher (VII)	$5800.00	Sept. 1, 1966
Fletcher	Beverly A. Siskind	Teacher (V)	$5800.00	Sept. 1, 1966
Harrington	Jeanna F. Regione Holloran	Teacher (Special Class)	$6300.00	Sept. 1, 1966
Longfellow	Margaret M. McLaughlin	Teacher (Special Class)	$6300.00	Sept. 1, 1966
Elementary	Ellen Kaleta Wolosinski	Teacher (Home Economics)	$5800.00	Sept. 1, 1966
Bureau of Pupil Services	Carol A. Ardito	Teacher (Speech)	$6400.00	Sept. 1, 1966

Qualifications: The above teachers qualified as a result of having successfully completed the requirements under which their appointments were conditioned.

Statement of qualifications submitted separately to the members of the School Committee.

Re-elected

May 23, 1966

I hereby recommend the election of the persons named below to the schools and with the ranks indicated in each case to take effect on the date set opposite each name, and certify that these recommendations are in accordance with the rules of the School Committee.

School	Name of Teacher	Rank	Salary	To Take Effect
High & Latin	Linda E. Goodman	Teacher (Modern Language)	$6400.00	Sept. 1, 1966
	Christine C. Nicolo	Teacher (Business Education)	$5800.00	Sept. 1, 1966
	Dorothy M. Shea	Teacher (Business Education)	$5800.00	Sept. 1, 1966
Rindge	Henry Livingston Bromberg	Teacher (Reading)	$6400.00	Sept. 1, 1966
	William Quirk	Teacher (Mathematics)	$5800.00	Sept. 1, 1966

Qualifications: The above teachers qualified as a result of having successfully completed the requirements under which their appointments were conditioned.

Statement of qualifications submitted separately to the members of the School Committee.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to adopt the Superintendent's recommendation to approve the distribution of a booklet entitled "What About College", said booklet carrying a small ad on the back cover by the Cambridgeport Savings Bank.

The chairman ordered placed on the 'calendar' the following recommendation of the Director of Physical Education and Athletic Activities relative to the reappointment of the following athletic personnel:

May 19, 1966

Dear Mr. Tobin:

I am recommending that the following athletic personnel be appointed for the school year, September 1966 through June 1967. All persons recommended have served for at least the last school year.

Sincerely,
Joseph A. Koslowsky, Director

ELEMENTARY SCHOOLS

Thomas J. Sheehan, Faculty Manager	$1300 per year
Simon B. Kelleher, Physician	1100 per year

Football

Coaches	
Robert Richards	$375
Joseph Celannino	$375
John Caulfield	$375
Eugene Zubrinski	$375

Officials	
Roland Lachando	$85
Paul Lyons	$85
Francis Foley	$85

Basketball

Coach-Supervisor
$250 per season
Joseph Colannino
Joseph Whitney
John Hallice
William Dynan
Charles Killilea
Roland LaChanee
John Nolan
Joseph Pagliaro
David Goodwin
Neil O'Connor
John Noble
John Nolan
Richard Curcio

Officials
$200 for season
James Sullivan
Thomas McCarren
Vacancy (1)

Baseball

Coach Supervisor
$175 per season
Richard Kelly
Thomas Mullaney
Joseph Colannino
David Goodwin
Richard Maloney
Edward Duffett
James Quinn
Roland Lachance
John Sennott
Thomas McCarron

Officials
$175 per season
Richard Calnan
John Hallice
William Dynan
Joseph Bourdeau
James Travers

Joseph Whitney
Richard Curcio
John Murphy

High Schools

Football

Rindge		High & Latin
Edward Fratto - Hd. Coach	$1200	John Noble - Hd. Coach
John Powers - Asst. Coach	600	Richard Fuses - Asst. Coach.
George Greenidge - Asst. Coach	600	Peter Budryk - Asst. Coach
		James Coady - Asst. Coach

Basketball

Rindge		High & Latin
Edward Culhane - Hd. Coach	$1000	Paul Lyond - Hd. Coach
Richard Calnan - Asst. Coach	600	John Balfe - Asst. Coach
Robert Richards - Asst. Coach	600	Edward Fratto - Asst. Coach

Baseball

Rindge		High & Latin
Lawrence Gibson - Hd. Coach	$1000	James Foley - Hd. Coach
Eugene Zubrinski - Asst. Coach	600	John Caulfield - Asst. Coach
Daniel Gearty - Asst. Coach	600	Bernard Duffy - Asst. Coach

Hockey

Rindge		High & Latin
Richard Kelley - Hd. Coach	$1000	James Fitzgerald - Hd. Coach
John C. Powers - Asst. Coach	600	George Boudreau - Asst. Coach

Track & Cross Country

Rindge		High & Latin
William Reagan - Hd. Coach	$1200	Joseph McDavitt - Hd. Coach
Asst. Coach (vacancy)	$600	

Golf

Rindge		High & Latin
Edward Conrad	$8 per day	James Landrigan

Tennis

Rindge		High & Latin
Martin Tierney	$8 per day	William Deran

Physicians

Rindge		High & Latin
Robert Driscoll, M.D.	$1100	Charles Brusch, M.D.

Faculty Managers

Rindge		High & Latin
John Terry	$1300	John Reardon

Director of Athletics

Joseph A. Kozlowsky $1200 per year

Girls' Athletics

Marguerite George	$1000 per year
Marie Hyde	$1000 per year

Vocational School for Boys

Basketball Charles Stead $350

Swimming

Brenda Joyce	$9.50 per day
John J. Murphy, Jr.	9.50 per day
Thomas Kenney	9.50 per day
Vacancy	9.50 per day

Locker Room Attendants

Timothy F. Curney	Rindge	$5 per day
Maryanne Bergeron	War Memorial	$6 per day
John Toomey	War Memorial	$6 per day
Thomas Mallaney	Harrington	$6 per day
Joseph Bourdeau	Fitzgerald	$6 per day
John Arone	Morse	$6 per day
Edward Duffett	Peabody	$6 per day

There being no objection the chairman ordered made part of the minutes a report from the Superintendent on the assignment of teachers appointed at a previous meeting:

PERMANENT - ASSIGNMENTS

May 23, 1966

Teachers recommended for appointment by the Superintendent on May 3, 1966 and approved by the School Committee are hereby assigned as follows:

I hereby recommend that election of the persons named below to the schools and with ranks indicated in each case to take effect on the date set opposite each name, and certify that these recommendations are in accordance with the rules of the School Committee.

School	Name of Teacher	Rank	Salary	To Take Effect
Harrington	M. Clare O'Connor	Teacher (Kdg.)		
Roberts	Doris G. Anderson	Teacher (Kdg.)		
Houghton	Ella Jo Robinson	Teacher (III)		
Harrington	Rose D'Elia Orlandi	Teacher (III)		
M. E. Fitzgerald	Pamela C. R. Stout	Teacher (III)		
Webster	Jacqueline E. Hargrove	Teacher (III)		
Peabody	Janice D. Mayo	Teacher (I)		
Thorndike	Janet E. Moynihan	Teacher (II)		
Putnam	Elsie L. Murphy	Teacher (II)		
Roberts	Muriel A. Rosenthal	Teacher (II)		
Haggerty	Margaret L. Bakey	Teacher (II)		
M. E. Fitzgerald	Ellen M. Foster	Teacher (IV)		
Roberts	Kevin A. Clifford	Teacher (VI)		
Thorndike	Susan L. Kreitzman	Teacher (IV)		
Morse	Mary E. Sayers	Teacher (VI)		
Longfellow	Kathleen H. Eckelberger	Teacher (Special Class)		

PROVISIONAL ASSIGNMENTS

May 23, 1966

Teachers recommended for appointment by the Superintendent on May 3, 1966 and approved by the School Committee are hereby assigned as follows:

I hereby recommend the election of the persons named below to the schools and with the ranks indicated in ech case to take effect on th date set opposite each name, and certify that these recommendations are in accordance with the rules of the School Committee.

School	Name of Teacher	Rank	Salary	To Take Effect
Webster	Elaine Daniels	Teacher (Kdg.)		
Houghton	Sue M. Maxwell	Teacher (Kdg.)		
Morse	Lissa Mayo	Teacher (Kdg.)		
Morse	Carole Lee Basile	Teacher (III)		
Longfellow	Susan Barnes	Teacher (III)		
Putnam	Caren M. Klein	Teacher (I)		
Russell	Patricia J. Roh	Teacher (I)		
Fletcher	Patricia A. Atkinson	Teacher (IV)		
Harrington	Georgia Cupas	Teacher (V)		
Roberts	Joan M. McKeon	Teacher (IV)		
Russell	Ellen P. Quirk	Teacher (V)		
Webster	June H. Traibman	Teacher (V)		
Peabody	Elaine M. Schultz	Teacher (IV)		
Harrington	Ann Young	Teacher (IV)		
Longfellow	Judith Mullins	Teacher (Special Class)		
Thorndike	Margaret V. Wagner	Teacher (Special Class)		

PROVISIONAL ASSIGNMENTS

May 23, 1966

Teachers recommended for appointment by the Superintendent on May 3, 1966 and approved by the School Committee are hereby assigned as follows:

I hereby recommend the election of the persons named below to the schools and with the ranks indicated in each case to take effect on the date set opposite each name, and certify that these recommendations are in accordance with the rules of the School Committee.

School	Name of Teacher	Rank	Salary	To Take Effect
Cambridge High & Latin	Mary Ann Frisoli	Teacher (English)		
Rindge	Francis J. McCarthy	Teacher (English)		
Cambridge High & Latin	Linda M. Turner	Teacher (Mathematics)		
	Manuela D. Maistrollis	Teacher (French)		

The Superintendent recommended the appointment of Charles E. Day as teacher of electricity at Rindge Technical School, effective September 1, 1966 at a salary of $6400.00 per year. On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted to suspend the rules for the purpose of taking action on this recommendation at this meeting. On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted that the Superintendent's recommendation that Charles E. Day be appointed teacher of electricity at Rindge Technical School, effective September 1, 1966 at a salary of $6400.00 per year; Mrs. Ackermann, Mr. Duehay, Mr. McMahon, Mr. Solomons voting "Yea"; Mayor Hayes voting "Nay"; Mr. Fitzgerald "Present"; Mr. Olesen "Absent".

On motion by Mr. Fitzgerald it was unanimously voted to extend to Mrs. Ackermann and her family the School Committee's sincere good wishes for bon voyage on their anticipated trip abroad and that good weather and happiness be with them.

On motion by Mr. Fitzgerald, seconded by Mrs. Ackermann it was voted to adopt a recommendation from the Assistant Superintendent Hockman, concurred in by the Superintendent that Civil Service be requisitioned for a list of persons eligible to fill one position of junior stenographer-typist to fill the vacancy caused by the resignation of Ellen Grace, junior clerk assigned to the Chief Custodian.

On motion by Mr. Fitzgerald, seconded by Mr. McMahon, it was voted to convene in regular session.

On motion by Mr. McMahon, seconded by Mr. Solomons it was voted to ratify and affirm the votes taken in executive session.

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to adjourn;

ADJOURNED.

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE

(Official Report)

Regular Meeting **Tuesday, June 7, 1966**

Members present: Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes.

Having filed the proper notice required by the rules, Mr. Olesen moved reconsideration of the vote taken at the meeting of May 25, 1966 (recessed and adjourned on May 31, 1966) adopting the motion "That the City Manager be requested to prepare and file immediately with the General Court, legislation authorizing the use by the City of Cambridge of Father Callanan Field and Ahern Playground for school building purposes." On the following roll-call the motion 'to reconsider' prevailed: Mr. Fitzgerald, Mr. McMahon, Mr. Olesen and Mayor Hayes voting "Yea"; Mr. Duehay and Mr. Solomons voting "Nay"; Mrs. Ackermann "Absent." On the recurring question it was voted to adopt an amendment by Mr. Olesen to strike out the words "Father Callanan Field and." It was then voted to adopt the motion as amended "That the City Manager be requested to prepare and file immediately with the General Court, legislation authorizing the use by the City of Cambridge of Ahern Playground for school building purposes."

On motion by Mr. Olesen, seconded by Mr. Duehay it was voted that the City Manager be requested to prepare and file immediately with the General Court, legislation authorizing the use by the City of Cambridge of Father Callanan Field for school building purposes.

Having filed the proper notice required by the rules, Mr. Olesen moved reconsideration of the vote taken at the meeting of May 25, 1966 (recessed and adjourned on May 31, 1966) adopting the motion "That the report of the Committee on School Public Relations be accepted and the recommendations contained therein be adopted, and, further, that the report be referred to the Superintendent for suggested changes in the rules to include the method of appointment to the position of Director." The motion 'to reconsider' failed of adoption.

Having filed the proper notice required by the rules, Mr. Fitzgerald moved reconsideration of the vote taken at the meeting of May 25, 1966 (recessed and adjourned on May 31, 1966) adopting the following motion:

> "That Chap. VIII, Sec. 9, subsection entitled 'Requirements For Major Positions' be amended as follows: The Superintendent shall, subject to approval by the School Committee, appoint a board of professional experts in the field of education to devise, administer and rate examinations for all promotions or appointments to major positions, except that the Staff Board of Examiners of the Cambridge School Department shall evaluate the qualifications of each candidate for the position of Director of Mathematics, Director of Social Studies, Director of Science, Director of Language Arts and Director of Language, for consideration and ultimate recommendation by the Superintendent of Schools to the School Committee. The Board of

Experts shall be paid a compensation of $200.00 each for their services. They shall be remunerated for legitimate expenses incurred in the operation of their services."

On the following roll-call the motion 'to reconsider' failed of adoption: Mr. Fitzgerald, Mr. McMahon and Mr. Olesen voting "Yea"; Mr. Duehay, Mr. Solomons and Mayor Hayes voting "Nay"; Mrs. Ackermann "Absent."

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted that the minutes of the meeting of May 25, 1966 (recessed and adjourned May 31, 1966) be approved as presented.

On motion by Mr. Fitzgerald, seconded by Mr. McMahon, it was voted to place on file a communication from the Haggerty School PTA relative to renovations and additions to the present Haggerty School.

There being no objection the chairman ordered placed on file a communication from the family of Francis Dillon thanking the committee for their kind expression of sympathy at the time of Mr. Dillon's death.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to make part of the minutes the following communication from Senator Leverett Saltonstall:

UNITED STATES SENATE

Washington, D. C. 20510

June 3, 1966

Edward J. O'Connell, Secretary
School Committee
1700 Cambridge Street
Cambridge, Massachusetts

Dear Mr. O'Connell:

Thank you for your letter about the proposed Inner Belt Highway through Brookline, Cambridge, and Somerville.

On March 8 a group representing the city governments of Cambridge and Somerville visited Washington, and Congressman O'Neill sponsored a meeting which Senator Kennedy and I attended. Following this, a meeting was held by essentially the same group with Federal Highway Administrator Rex Whitton. A number of problems were discussed including the dislocation which the different routes would cause in homes and jobs. Also the effect of the various routes on the educational institutions and on the proposed industrial park in Somerville were discussed.

Congressman O'Neill urged strongly that the Bureau of Public Roads restudy the feasibility and necessity of the highway generally and especially the feasibility of the various routes which might be chosen. I joined with him and expressed the hope that very thorough study be given to the problem at the Federal level.

Mr. Whitton stated that his staff would look into the matter further and advise us.

Sincerely,

LEVERETT SALTONSTALL

United States Senator

On motion by Mr. Solomons, seconded by Mr. Fitzgerald it was voted to place on the 'calendar' a site study for a proposed three-story Putnam-Thorndike School, prepared by Paul G. Feloney, Architect, and that Mr. Feloney be invited to attend the next regular meeting of the School Committee.

SUPERINTENDENT OF SCHOOLS

There being no objection the chairman ordered placed on the 'calendar' bids received for furnishing Stenograph Laboratory for High and Latin School; for furnishing two Calculators for High and Latin School; for furnishing Drawing Tables and Chairs for Rindge Technical School; for furnishing combination padlocks for High and Latin School.

The Chairman ordered placed on the 'calendar' as required by the rules the Superintendent's recommendation that the following text books be approved for use in the public schools:

PUBLISHED BY CHAS. A. BENNETT CO.

Steps in Home Living by Reiff
Homemaking for Teen-Agers, Book 1, by McDermott & Nicholas

PUBLISHED BY MacMILLAN CO.

Goals of Democracy by McCutchen & Fersh

There being no objection the chairman ordered placed on file a letter from John Caulfield, teacher in the Elementary French Program, thanking the committee for allowing him leave of absence.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to accept the resignation of Ellen F. Grace, clerk assigned to the Business Office, effective June 16, 1966.

There being no objection the chairman ordered placed on file a communication from the Board of Public Welfare-Work Experience Program, thanking the committee for allowing the School Department to serve as sponsor for trainees under the Work Experience Program.

The Superintendent announced that the enrollment in the After-School Centers totaled 911 pupils.

The Superintendent asked and received consent to make the following statement. Mr. Olesen raised a point of order that the matter of reading qualifications of personnel should be referred to executive session. The chair ruled that the matter under discussion is a matter of public record:

Each member of the Cambridge School Committee including the chairman has as his major objective **quality education** for each child in this school system. Although members may disagree on the means to make a reality of this intent, the goal is a common one. Presently there is disagreement on the method of recommending applicants for certain administrative positions. Again, there is no disagreement on the desirability of obtaining the most highly qualified available candidate. It is the method of recommendation which is in dispute.

On June 1, 1965, the School Committee ordered:

That the Superintendent submit his recommendation at the first meeting in September, 1965, on the proposal to place each of the major subject matter areas of Language Arts, Mathematics, Science, Language and Social Studies under one person.

At the meeting of **September 7, 1965** the Superintendent submitted his recommendation. The report, tabled at this meeting under the Rules, was accepted by the School Committee by a unanimous vote on **September 21, 1965.** In this report the Superintendent recommended that directorships be established "in only two major areas, Mathematics and Social Studies, and that our experience in these areas determine the most effective and efficient means for expansion to the remaining three." Implicit in this trial program is the reality of evaluation. If there was but limited success, the Superintendent's recommendation would be re-examined.

Criteria for the positions were detailed, duties and responsibilities enumerated, and a method of recommendation suggested. The procedure for the hiring of the directors recommended that the applicants be screened by the Board of Examiners for recommendation to the Superintendent. This procedure does not abandon the principle of examination but does eliminate the written examination and the outside Board of Examiners. The Superintendent recommended this modification because of the very successful experience of this method approved by the School Committee for the selection of the Assistant Director of Pupil Services **in charge of Guidance.** Candidates from several states applied. Résumés were received and studied. Interviews were never less than 45 minutes; most were well over an hour in duration. The applicant recommended to the Superintendent by the Board of Examiners, and by the Superintendent to the School Committee was of the highest level of professional competency, qualified in every respect for the position. The School Committee, after personally interviewing the candidate, approved the recommendation and appointed Mr. Richard Colgan as Assistant Director in charge of Guidance.

Guidance counselors also were screened in this fashion. Again, highly competent and qualified personnel were obtained from many, many applicants recommended to the Superintendent by the Board of Examiners, recommended to the School Committee by the Superintendent, and appointed by the School Committee.

In no case does the Board of Examiners have the power of appointment. The Board of Examiners can only **recommend** to the Superintendent. The Superintendent can only **recommend** to the School Committee.

The School Committee has the sole power of appointment, and in the exercise of that power may either approve or reject the recommendation of the Superintendent and of the Board of Examiners.

The Board of Examiners of the Cambridge School Department demonstrated evaluative ability, objectivity, and personal integrity throughout many hours of almost daily interviewing for months. This Board, again approved by the School Committee, has in its membership variety in experience, depth in educational experience, and dedication to its mission, **the best qualified person for each position.**

The Superintendent is carefully considering the present system of promotional examinations because in some instances there has been a definite scarcity of applicants who file to take the written examination.

I would like to point out to the School Committee our experience with regard to a recent examination for the position of Head of the English Department of the Rindge Technical School.

The salary ranges from $10,340.00 the first year to $11,750.00 at the end of the fourth year.

Every educational institution in this State (40 in number) was notified as well as our list of schools of education in New England and New York, etc.

Only two applications were received for this examination — one from a teacher within the system and one from an applicant who lives in Reading, Pennsylvania.

However, the latter applicant did not appear for the written examination and he thus eliminated himself.

From this particular situation and my own experiences with other examinations, it is apparent that many individuals who can qualify for our promotional examinations object to taking a written examination. The Board of Examiners does not hold a written examination but does conduct an interview which averages, as in the case of a Guidance Director, at least one hour.

Very truly yours,

JOHN M. TOBIN

Superintendent of Schools

UNFINISHED BUSINESS FROM PREVIOUS SESSIONS

Calendar:

Question came on the Superintendent's report and recommendation relative to school sessions (spread in its entirety in the minutes of May 25, 1966) in compliance with the directive of the State Department of Education. On the following roll-call it was voted NOT to adopt a motion by Mr. Duehay, seconded by Mr. Solomons, that the Superintendent's report and recommendations be approved: Mr. Duehay, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Fitzgerald, Mr. McMahon and Mr. Oleson voting "Nay"; Mrs. Ackermann "Absent."

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted on the following roll-call to adopt the Business Manager's recommendation that the contract for furnishing one Tool Storage Cabinet for Boys' Vocational School be awarded to Mainco School Supply Co., at a price of $725.00: Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons, and Mayor Hayes voting "Yea"; Mrs. Ackermann "Absent."

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to adopt the Business Manager's recommendation that the contract for furnishing an Offset Duplicator for Rindge Technical School, Printing Dept., be awarded to the lowest responsible bidder, Fairchild Davidson, Div. of Fairchild Camera & Instrument Corp., at a total price of $3,267.00: Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Olesen "Present"; Mrs. Ackermann "Absent."

On motion by Mr. Fitzgerald, seconded by Mr. Oleson, it was voted on the following roll-call to award a contract for furnishing a Speed Lathe for Boys' Vocational School to Packard Machinery Co., at a total price of $625.00: Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mrs. Ackermann "Absent."

On motion by Mr. Duehay, seconded by Mr. Solomons it was voted on the following roll-call to adopt the Business Manager's recommendation that the lowest responsible bidder be awarded a contract for furnishing library furniture for the Thorndike, Haggerty and Rindge Technical School, the Standard Wood Products Corp., at a total price of $2,595.50: Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mrs. Ackermann "Absent."

On motion by Mr. Fitzgerald, seconded by Mr. Oleson, it was voted on the following roll-call to adopt the Superintendent's recommendation, presented at the meeting of May 25, 1966 (Recessed and adjourned May 31, 1966), that the persons listed below be elected teachers in the Cambridge School Department, effective September 1, 1966: Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mrs. Ackermann "Absent."

RECOMMENDATIONS

PROVISIONAL May 24, 1966

I hereby recommend the election of the persons named below to the schools and with the ranks indicated in each case to take effect on the date set opposite each name, and certify that these recommendations are in accordance with the rules of the School Committee.

School	*Name of Teacher*	*Rank*	*Salary*	*To Take Effect*
Longfellow	Sophia Mitropoulos	Teacher (IV)	$5600.00	September 1, 1966
Elementary	Natalie A. Gratovich	Teacher (Elem. Music)	$5600.00	September 1, 1966
	John S. Malatesta	Teacher (Elem. Science)	$5600.00	September 1, 1966
Music	William M. Tower, Jr.	Teacher (Instrumental Music)	$5600.00	September 1, 1966
Cambridge High and Latin	Susan E. Andrews	Teacher (English)	$6200.00	September 1, 1966
	Carolyn J. Salto	Teacher (English)	$5600.00	September 1, 1966
	Karen Archambault Miselis	Teacher (French)	$5600.00	September 1, 1966
	Laura N. Jacobs	Teacher (Science)	$6200.00	September 1, 1966

Qualifications: RECOMMENDED FOR APPOINTMENT UNDER THE AMENDED RULES OF

Superintendent of Schools

RECOMMENDATIONS

PERMANENT May 24, 1966

I hereby recommend the election of the persons named below to the schools and with the ranks indicated in each case to take effect on the date set opposite each name, and certify that these recommendations are in accordance with the rules of the School Committee.

School	*Name of Teacher*	*Rank*	*Salary*	*To Take Effect*
Elementary	Lorraine G. McDonough	Teacher (French)	$5600.00	September 1, 1966
Cambridge High and Latin	Clara M. Hayes Barrett	Teacher (English)	$6700.00	September 1, 1966
	Geraldine M. Gilligan	Teacher (Latin)	$5600.00	September 1, 1966

Qualifications: Candidates qualified as a result of the National Teacher Examinations, reported by the Board of Examiners of the Cambridge School Department. Statement of qualifications submitted separately to the Members of the School Committee.

Superintendent of Schools

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted on the following roll-call to approve the Superintendent's recommendation, presented at the meeting of May 25, 1966 (recessed and adjourned on May 31, 1966) that Mrs. Lillian C. Kreger, Miss Catherine F. Fuller and Dr. Mary L. O'Connor be approved as the Board of Examiners for the position of Headmaster's Assistant-Home Economics, High and Latin School: Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mrs. Ackermann "Absent."

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted to adopt the text books recommended by the Superintendent at the meeting of May 25, 1966 (recessed and adjourned on May 31, 1966).

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted to adopt the Superintendent's recommendation that the teachers listed below, having successfully completed the requirements under which their appointments were conditioned, be re-elected for a term of one Year from September 1, 1966.

RECOMMENDATIONS

May 23, 1966

I hereby recommend the election of the persons named below to the schools and with the ranks indicated in each case to take effect on the date set opposite each name, and certify that these recommendations are in accordance with the rules of the School Committee.

School	*Name of Teacher*	*Rank*	*Salary*	*To Take Effect*
Webster	Elaine Daniels	Teacher (Kdgn.)		
Houghton	Sue M. Maxwell	Teacher (Kdgn.)		
Morse	Lissa Mayo	Teacher (Kdgn.)		
Morse	Carole Lee Basile	Teacher (III)		
Longfellow	Susan Barnes	Teacher (III)		
Putnam	Caren M. Kleim	Teacher (I)		
Russell	Patricia J. Roh	Teacher (I)		
Fletcher	Patricia A. Atkinson	Teacher (IV)		
Harrington	Georgia Cupes	Teacher (V)		
Roberts	Joan M. McKeon	Teacher (IV)		
Russell	Ellen P. Quirk	Teacher (V)		
Webster	June H. Traikman	Teacher (V)		
Peabody	Elaine M. Schultz	Teacher (IV)		
Harrington	Ann Young	Teacher (IV)		
Longfellow	Judith Mullins	Teacher (Special Class)		
Thorndike	Margaret V. Wagner	Teacher (Special Class)		

Qualifications:

Superintendent of Schools

RECOMMENDATIONS

PROVISIONAL — ASSIGNMENTS May 23, 1966

I hereby recommend the election of the persons named below to the schools and with the ranks indicated in each case to take effect on the date set opposite each name, and certify that these recommendations are in accordance with the rules of the School Committee.

Teachers recommended for appointment by the Superintendent on May 3, 1966 and approved by the School Committee are hereby assigned as follows:

School	*Name of Teacher*	*Rank*	*Salary*	*To Take Effect*
Cambridge High and Latin	Mary Ann Frisoli	Teacher (English)		
Rindge	Francis J. McCarthy	Teacher (English)		
Cambridge High and Latin	Linda M. Turner	Teacher (Mathematics)		
	Manuela D. Maistrollis	Teacher (French)		

Qualifications:

Superintendent of Schools

RECOMMENDATIONS

PERMANENT — ASSIGNMENTS May 23, 1966

I hereby recommend the election of the persons named below to the schools and with the ranks indicated in each case to take effect on the date set opposite each name, and certify that these recommendations are in accordance with the rules of the School Committee.

Teachers recommended for appointment by the Superintendent on May 3, 1966 and approved by the School Committee are hereby assigned as follows:

School	*Name of Teacher*	*Rank*	*Salary*	*To Take Effect*
Harrington	M. Clare O'Connor	Teacher (Kdgn.)		
Roberts	Doris G. Anderson	Teacher (Kdgn.)		
Houghton	Ella Jo Robinson	Teacher (III)		
Harrington	Rose D'Elia Orlandi	Teacher (III)		
M. E. Fitzgerald	Pamela C. R. Stout	Teacher (III)		
Webster	Jacqueline E. Hargrove	Teacher (III)		
Peabody	Janice D. Mayo	Teacher (I)		
Thorndike	Janet E. Moynihan	Teacher (II)		
Putnam	Elsie L. Murphy	Teacher (II)		
Roberts	Muriel A. Rosenthal	Teacher (II)		
Haggerty	Margaret L. Bakey	Teacher (II)		
M. E. Fitzgerald	Ellen M. Foster	Teacher (IV)		
Roberts	Kevin A. Clifford	Teacher (VI)		
Thorndike	Susan L. Kreitzman	Teacher (IV)		
Morse	Mary E. Sayers	Teacher (VI)		
Longfellow	Kathleen H. Eckelberger	Teacher (Special Class)		

Qualifications:

Superintendent of Schools

Question came on the election of athletic personnel as recommended by the Director. The director advised the committee that through error the name of Joseph Guden, Assistant Football Coach at Rindge at a salary of $600.00 was inadvertently omitted from his report. It was unanimously agreed to add Mr. Guden's name to the recommended appointments. Mr. Fitzgerald moved, seconded by Mr. Duehay, to adopt the recommendation of the Director of Athletics relative to appointment of athletic personnel. It was voted to adopt a motion by Mr. Olesen, seconded by Mr. Fitzgerald that this matter be laid on the table and Mr. Kozlowsky, Director of Athletics, be invited to be present at the next meeting.

Tabled Matters:

A motion by Mr. McMahon, seconded by Mr. Olesen, to take from the table a proposed amendment to the Chap. VIII, Sec. 19, paragraph entitled "Requirements for Major Positions" be amended by adding "Recruitment of Candidates for promotional examinations for major positions shall be confined to the professional staff of the Cambridge public school system," failed of adoption on the following roll-call: Mr. Fitzgerald, Mr. McMahon and Mr. Olesen voting "Yea"; Mr. Duehay, Mr. Solomons and Mayor Hayes voting "Nay"; Mrs. Ackermann "Absent."

NEW BUSINESS

Mr. Olesen moved, seconded by Mr. Fitzgerald, that the Superintendent of Schools be empowered to form a committee consisting of representatives of the public schools and non-public schools to evaluate the feasibility of sharing public school facilities with non-public school students and, further, that the chairman of this committee shall be a member of the Cambridge School Committee to be named by the Vice-Chairman. This committee shall submit its report to the School Committee by the second meeting in October. Mr. Solomons placed objection against action at this meeting and the chair ordered the motion placed on the 'calendar' as required by the rules.

The chairman ordered placed on the 'calendar' as required by the rules a proposed amendment to the Teacher's Salary Schedule "That all teachers in the Cambridge School Department with a Bachelor's degree and 25 years' experience. (except teachers with two Bachelor's Degrees) shall receive the equivalency of a Master's degree for salary purposes only, effective September 1, 1966."

A motion by Mr. Duehay, seconded by Mr. Solomons to convene in executive session, failed of adoption on the following roll-call: Mr. Duehay and Mr. Solomons voting "Yea"; Mr. Fitzgerald, Mr. McMahon, Mr. Olesen and Mayor Hayes voting "Nay"; Mrs. Ackermann "Absent."

On motion by Mr. Fitzgerald, seconded by Mr. Olesen, it was voted to adjourn;

ADJOURNED

EDWARD J. O'CONNELL

Secretary of the School Committee

SCHOOL COMMITTEE

(Official Report)

Tuesday, June 14, 1966

Special Meeting

Called by order of His Honor, Mayor Daniel J. Hayes, in accordance with the provisions of Chap. I, Sec. 3 of the Rules of the School Committee for the purpose of receiving from the Superintendent of Schools nominations of teachers and other personnel.

The chairman ordered placed on the 'calendar' the Superintendent's recommendation that the following personnel be approved for participation in the Home-School Liaison Program:

Mrs. Evelyn B. Connor	Bookkeeper-Typist
Mrs. Alice Fitzmaurice	Clerk-Typist
Mrs. Mary J. Gannon	Clerk-Typist
Mrs. Helene A. Horney	Clerk-Typist
Mrs. Anna Walsh	Clerk-Typist

The chairman ordered placed on the 'calendar' the Superintendent's recommendation that the following personnel be approved for participation in the Early Childhood Development (Headstart) Program:

Office of the

SUPERINTENDENT OF SCHOOLS

1700 Cambridge Street

Cambridge, Massachusetts 02138

June 14, 1966

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE:

RECOMMENDED

That the following personnel be approved as eligible for appointment to the Early Childhood Development Program in the following areas of instruction:

Teachers

Teacher Aides

List in each category is attached hereto.

JOHN M. TOBIN

Superintendent of Schools

TEACHERS — HEADSTART

Teachers presently Employed — or Substitutes — Past Employees

Donnelly, Joan
Dunlop, Dorothy
Gojda, Ruth Ann
Hall, Aloyse C.
Hernquist, Joyce
Isenberg, Mrs. Sheldon
Leahy, Mary E.
Lecomte, Jeanne L.
Lorian, Marcia E.
Martin, Carole M.
McCauley, Elizabeth
McGuire, Clare M.
Mroz, Mary T.
Redling, Joyce
Rogan, Eleanor J.
Siskind, Beverly A.
Tanzer, Marjorie
Verrier, Lorraine
Wadden, Catherine E.
Watford, Ann
Zern, Deborah S.

TEACHERS — HEADSTART

Residents of City of Cambridge

Bishop, Carolyn J.
Brennan, Mary
Brown, Susan
Cook, Judy A.
Dean, Diane C.
Fiestal, Anne E.
Girard, Jeanne
Gordon, Nancy O.
Grubin, Aileen B.
Ham, Lola J.
Harmon, Florence B.
Kohrman, Cordelia B.
Krupp, Judith
Kuretsky, Judith
Lee, Marcia
Lee, Tamara
Mancuso, Irene
Maxwell, Sue N.
Miller, Nancy
Mumma, Wilma
Nason, Naomi
Olson, Patricia A.
Pratt, Susan
Richman, Vera
Rogers, Pamela B.
Scanlon, Lucy
Spofford, Brenda C.
Turner, Louise C.

TEACHERS

Non-Residents

Arnaud, Alyce
Bradden, Francine
Bright, Susan
Cutler, Debora D.
DelVeechio, Martha
Frost, Susan
Hagerty, Helen R.
Hagopian, Judith
Hanson, Pamela
Isenhour, Sandra
Katz, Ellen
Landon, Judith
Marvit, Janice
Mercilliott, Jean Anne
Murphy, Pauline A.
Neuschatz, Rita
Sullivan, Sheila A.
Zimman, Nancy R.
Zoukis, Barbara

TEACHER AIDES

Cambridge Residents

Adams, Nancy
Ambush, Jeanette M.
Bangs, Carol D.
Kennedy, Paula
Kenney, Kathleen P.
Lavey, Christine M.

Bass, Diane
Chang, Cecilia M. D.
Cohen, Sarelle L.
Coleman, Joan D.
Ezust, Miriam
Falvey, Marion T.
Grant, Louise
Hall, Claire P.
Hanson, Bridget A.
Hing, Ho Miu
Horwitz, Liza R.
Houston, Dorcas S.
Lovell, Myrl E.
McKeon, Margery
Palatini, Jane Ellen
Praylor, Lelia
Quick, Gertrude
Rossi, Mary E.
Rossoff, Margaret
Schatzow, Judith A.
Schwartz, Julie
Sealey, Marsha C.
Woodhead, Louise
Woods, Mary C.

TEACHER AIDES

Non-Residents of Cambridge

Beckley, Marilyn
Cohen, Arlene D.
Dank, Anrea Sue
Feingold, Elise
Ford, Carol A.
Fox, Joan
Glavia, Carol
Hopkins, Kaye
Kadan, Jean
Kaplan, Susan
Kidwell, Sara P.
Lerman, Ethel
Monroe, Diane
Napoleon, Irma

The chairman ordered placed on the 'calendar' the Superintendent's recommendation that Edward J. Murphy, Master of the Russell School, be appointed Coordinator of the Cultural Enrichment Project under Title I of the Elementary and Secondary Education Program.

The chairman ordered placed on the 'calendar' the Superintendant's recommendation that the following personnel be approved as eligible for appointment to the Cultural Enrichment Program:

Office of the
SUPERINTENDENT OF SCHOOLS
1700 Cambridge Street
Cambridge, Massachusetts 02138

June 14, 1966

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE:

RECOMMENDED

That the following personnel be approved as eligible for appointment to the Cultural Enrichment Program in the following areas of instruction:

Art Teachers
Music Teachers
Science Teachers
Teacher Aides
Secretary-Bookkeeper

List in each category is attached hereto.

JOHN M. TOBIN
Superintendent of Schools

ART TEACHERS

Allenberg, Maureen
Beatrice, Diane
Decker, Doris W.
DeThomasis, Norma
Green, Sydney
Keane, Sheila H.
McDonald, Judith
Murphy, Elsie L.
Tansey, Judy

MUSIC TEACHERS

Demirjian, John
DeStefano, Judith
Kreitzman, Susan
McKee, John W. R.
Nisbet, Maywood M.
Sego, Charles M.
Donehue, Carol V.

SCIENCE TEACHERS

Bothelo, Arthur W., Jr.
Fasciano, John J.
Foley, Francis X.
Lorion, Marcia E.
Mullaney, Thomas W.
Nissen, Joseph
O'Brien, Patrick J.
Gearty, Daniel J.

SECRETARY - BOOKKEEPER

O'Connell, David J.

TEACHER AIDES

Ahern, Catherine
Bennett, Maureen
Gardiner, Robert H., Jr.
Gurry, Martha A.
Johnson, Beverly
Martin, Patricia
McCluskey, Judy A.
McDonough, Margaret A.
McElearney, Mary
Noonan, Mary
Patterson, Joyce B.
Santocki, Marilyn
Sheehan, Patricia
Bizelia, Gloria
Cavallaro, David
Marquis, Mary
Quick, Gertrude

The chairman ordered placed on the 'calendar' the Superintendent's recommendation that Winifred M. Linehan, Director of Primary Education, be appointed as Coordinator of the Summer Head Start Program.

The chairman ordered placed on the 'calendar' the Superintendent's recommendation relative to personnel to staff the Summer School being conducted at the High and Latin School:

Office of the
SUPERINTENDENT OF SCHOOLS
1700 Cambridge Street
Cambridge, Massachusetts 02138

June 7, 1966

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE:

The Superintendent recommends that the following persons be approved as teachers in the Summer School:

William J. Joyce, Principal
Gunnar E. Haugh, Assistant
Florence B. Davey
Judith A. Devine
William J. Doran
Leon C. Fitzgerald
Daniel P. Foley
David T. Hunter
James M. Landrigan, Jr.
Cynthia M. Larson
Paul E. Lyons
Nancy M. McMahon
Patricia M. Murphy
Edward D. O'Brien
John G. O'Keefe
George F. Olesen
Rita Ritterbush
John J. Terry, Jr.

All personnel listed have taught in Summer School in the past or have been recommended by the respective Head of the Department.

The Superintendent recommends that the following persons be approved for placement on an available list should enrollments require additional teachers.

Marion Bernstein
John P. Burke
Arthur W. Botelho, Jr.
William J. Dynan
Kenneth S. Friedman
Thomas C. Haley
Dennis W. Huyghe
Moses Konjoian
Louise Margaret Murray
Rita Neuschatz (Mrs.)
Alexander Stankunas

Very truly yours,

JOHN M. TOBIN
Superintendent of Schools

The chairman ordered placed on the 'calendar' the Superintendent's recommendation that the following candidates be appointed teachers in the Cambridge School Department, to the school and at the salary indicated, effective September 1, 1966:

Rindge Tech.	Thomas A. Calabrese (Permanent)	Teacher (Auto Mech.)	$5600. yr.
Bureau Pupil Serv.	Susan L. Shuman (Provisional)	Teacher (Speech)	5600. yr.
Longfellow	Elizabeth S. Kurosaka (Provisional)	Teacher (Spec. Class)	6700. yr.

The Chairman ordered placed on the 'Calendar' the Superintendent's recommendation that the following persons be appointed as Guidance Counselors in the Bureau of Pupil Services and assigned to the school and at the salary indicated, effective September 1, 1966:

Elementary Schools	John G. O'Keefe	Guidance Counselor	$10,800. yr.
High & Latin School	Helen R. Brownrigg	Guidance Counselor	8,200. yr.
High & Latin School	Barbara R. Cannon	Guidance Counselor	8,000. yr.
Rindge Tech.	Ralph J. Sennott, Jr.	Guidance Counselor	7,400. yr.

Report of the Board of Examiners for the position of Headmaster's Assistant-English, Rindge Technical School, was presented. They advised that only one candidate presented himself for this examination, William J. Reagan, who was awarded a total score of 66.30. The Superintendent recommended that William J. Reagan be appointed to the position of Headmaster's Assistant-English, Rindge Technical School, at a salary of $10,340.00 per year, effective September 1, 1966. The chairman ordered the Superintendent's recommendation placed on the 'calendar' as required by the rules.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to adjourn:

ADJOURNED.

EDWARD J. O'CONNELL

Secretary of the School Committee

SCHOOL COMMITTEE
(Official Report)

REGULAR MEETING: Tuesday, June 21, 1966

Members present: Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes.

Mayor Hayes in the chair.

On motion by Mr. Duehay, seconded by Mr. McMahon it was voted to suspend the regular order of business for the purpose of conducting a hearing on school building sites. City Manager Joseph A. DeGuglielmo appeared and discussed this matter at length. At the conclusion of the hearing it was voted on the following roll-call to adopt a motion by Mr. Olesen, seconded by Mr. McMahon to suspend the rules for the purpose of offering a motion at this time relative to the Haggerty-Russell district: Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, and Mayor Hayes voting "Yea"; Mr. Solomons voting "Nay"; Mrs. Ackermann "Absent". On motion by Mr. Olesen, seconded by Mr. McMahon, it was voted on the following roll-call that the City Manager be instructed to disregard previous instructions pertaining to Russell, Haggerty and Fitzgerald Schools and to consider the following to be the will of the School Committee, or a majority thereof: HAGGERTY SCHOOL. An addition to the present plant to contain a combination auditorium and gymnasium; and, if required, a science room, a library, a language laboratory and a cafeteria. RUSSELL SCHOOL: An addition to the present plant to contain a cafeteria; and, if required, a combination auditorium and gymnasium; a science room; a library; a language laboratory. FITZGERALD SCHOOL: Eight new classrooms added to the present new addition: Mr. Fitzgerald, Mr. McMahon, Mr. Olesen and Mayor Hayes voting "Yea"; Mr. Duehay and Mr. Solomons voting "Nay"; Mrs. Ackermann "Absent".

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to suspend the rules for the purpose of conducting a hearing on a proposed site for a new combined Putnam-Thorndike School. Mr. Paul Feloney, Architect, and the City Manager appeared and presented a proposed plan, entitled Plan "E" of a three-story school building on the present site of the Thorndike School. At the conclusion of the hearing it was voted to take a short recess.

Time for recess having expired the chairman called the meeting to order. On motion by Mr. Olesen, seconded by Mr. Duehay it was voted to proceed to the regular order of business.

Having filed the proper notice required by the rules of the School Committee, Mr. Duehay moved reconsideration of the negative vote taken at the meeting of June 7, 1966 by which it was voted not to adopt the Superintendents report and recommendation relative to school sessions, spread in its entirety in the minutes of May 25, 1966, in compliance with the Directive of the State Department of Education. Mr. Solomons seconded the motion to reconsider. On the following roll-call the motion "to reconsider" prevailed: Mr. Duehay, Mr. Fitzgerald, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. McMahon and Mr. Olesen voting "Nay"; Mrs. Ackermann "Absent". On the recurring question Mr. McMahon moved, seconded by Mr. Olesen, to refer the matter back to the Superintendent for further study as to what the added time is to be used for. It was then voted to adopt a motion by Mr. McMahon, seconded by Mr. Olesen that the matter be placed on the "calendar" and the Superintendent to report on the motion that it be referred back to his office for further study and recommendation as to what the added time is to be used for.

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted to suspended the regular order of business for the purpose of receiving reports of committees.

On motion by Mr. McMahon, seconded by Mr. Duehay, it was voted on the following roll-call to accept the report of the Committee on Buildings & Grounds, as set forth below, and adopt the recommendations contained therein: Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mrs. Ackermann "Absent".

COMMITTEE ON BUILDINGS & GROUNDS
Meetings of June 14 and June 20, 1966

Members present: Mr. McMahon, Chairman, Mr. Duehay, Mr. Fitzgerald.

It was voted to recommend that the plans and specifications prepared by John J. DeLoria, Architect, for the complete renovation of the shower and locker rooms at Rindge Technical School be approved and that the Chief Custodian be instructed to advertise forthwith for bids to complete the work.

It was voted to recommend that contracts be awarded to the lowest bidder in each instance for the following work:

Installation of Floors:		
Fletcher School	J. Praino Co., Jamaica Plain	$3,354.00
Webster School	DiNatale Floors Inc., Boston	1,691.00
Installation of Aluminum Doors:		
High & Latin School	Capital Glass Co., Roxbury	3,020.00
Longfellow School	Wm. Rubin Co., Malden	1,500.00
Installation of Window Shades:		
Rindge Technical School	Reliable Shade & Screen Co.	2,459.29
Retubing of Boilers:		
Agassis School	Kendall Boiler & Tank Co., Cambridge	1,287.00
Russell School	Kendall Boiler & Tank Co., Cambridge	1,751.00
Installation of Floors:		
Agassiz School	J. Praino Co., Jamaica Plain	2,234.00
High & Latin, Boys' Lavatory	J. Praino Co., Jamaica Plain	532.00
*High & Latin, Classrooms	J. Praino Co., amaica Plain	4,693.00

* (The low bidder in this instance was M. Frank Higgins Co. of Boston who, in good faith, presented a bid amounting to $3,802.00. However, Higgins Company discovered that the bid they presented was in error and directed a communication to your sub-committee requesting that they be allowed to withdraw their bid. After due deliberation it is recommended that their request be granted and the contract be awarded to the next lowest bidder as indicated, J. Praino Co., Jamaica Plain at $4,693.00).

Installation of Floors:		
High & Latin School, Corridors	J. Praino Co., Jamaica Plain	$2,543.00
Interior Painting:		
High & Latin School	Albert D. Howlett Co., Quincy	5,624.00

Exterior Painting:		
A. Lincoln School	John W. Egan Co., Newton Centre	1,586.00
M. E. Fitzgerald School	S. Rosenthal & Sons, Cambridge	3,310.00
Longfellow School	S. Rosenthal & Sons, Cambridge	3,916.00
Morse School	S. Rosenthal & Sons, Cambridge	2,610.00
Roberts School	Albert D. Howlett Co., Quincy	3,489.00
Painting Flagpoles:		
Lincoln, Fitzgerald, Haggerty, Harrington, High & Latin, Houghton, Longfellow, Roberts, Thorndike, Webster Schools	Frank W. Price, Rockland	648.00
Cleaning Windows:		
Rindge Tech. School	Middlesex Cleaning Co., Cambridge	878.00

It was voted to recommend that the services of Jordan A. Berman Associates be engaged for a period of approximately 188 man/hours on an actual time spent basis at the standard eight hour per diem rate of $120.00 or $15.00 per man/hour for the purpose of planning and designing the general and business offices, the corridor space between the proposed committee room and the Superintendent's office and the School Committee offices, all in accordance with a proposal contained in a communication from Jordan A. Berman Associates dated June 3, 1966.

Respectfully submitted,
EDWARD M. McMAHON
Chairman

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted to suspend the rules for the purpose of moving reconsideration on the vote adopting the foregoing report of the Committee on Buildings & Grounds. A motion by Mr. Fitzgerald, seconded by Mr. Duehay, to reconsider the vote adopting the foregoing report of the Committee on Buildings & Grounds, failed of adoption.

On motion by Mr. Fitzgerald, seconded by Mr. Olesen, it was voted to suspend the regular order of business for the purpose of proceeding to Unfinished Business.

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Calendar:

On motion by Mr. Fitzgerald, seconded by Mr. Olesen, it was voted to adopt the text books recommended by the Superintendent at the meeting of June 7, 1966.

On motion by Mr. Olesen, seconded by Mr. McMahon, it was voted to place on the table the Site Study for a proposed three-story Putnam-Thorndike School, prepared by Paul G. Feloney, Architect.

Question came on awarding contracts to bidders for furnishing Stenographic Laboratory at High & Latin School; furnishing two Calculators at High & Latin School; furnishing Drawing Tables and Chairs for Rindge Technical School; furnishing combination padlocks for High and Latin School.

The Assistant Superintendent recommended that the contract for furnishing electric typewriters for the stenographic laboratory at High & Latin School be awarded to International Business Machines Corp., at a price of $2400.00 for five Executive Model "C" electric typewriters and $707.00 for two Selectric electric typewriters. On motion by Mr. Fitzgerald, seconded by Mr. Olesen, it was voted on the following roll-call to adopt the Assistant Superintendent's recommendation: Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mrs. Ackermann "Absent".

It was voted to lay on the table bids received for furnishing complete installation and instructional services for Stenograph Instruction for the Stenograph Laboratory at High and Latin School.

The Business Manager recommended that a contract for furnishing one new Fully Automatic Rotary Calculator for High & Latin School be awarded to Monroe International, Inc., at a price of $575.00. On motion by Mr. Duehay, seconded by Mr. Solomons it was voted on the following roll-call to adopt the recommendation: Mr. Duehay, Mr. Fitzgerald, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. McMahon and Mr. Olesen voting "Nay"; Mrs. Ackermann "Absent".

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted on the following roll-call to adopt a recommendation of the Assistant Superintendent that a contract for furnishing one new fully automatic calculator be awarded to Friden, Inc., at a price of $880.00: Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Olesen voting "Nay"; Mrs. Ackermann "Absent".

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted on the following roll-call to adopt a recommendation of the Assistant Superintendent, that a contract for furnishing drawing tables and chairs be awarded to Brodhead Garrett Co., Cleveland, Ohio, at a total price of $2673.00 for 20 drawing tables and $225.00 for 20 tubular chairs: Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons voting "Yea"; Mayor Hayes voting "Nay"; Mrs. Ackermann "Absent".

On motion by Mr. Olesen, seconded by Mr. Fitzgerald, it was voted on the following roll-call to adopt a recommendation of the Assistant Superintendent that a contract for furnishing 2500 Combination Padlocks-key controlled, be awarded to Dennett & Bigelow, Inc., Division of Dudley Lock Co., Boston, Mass., at a total price of $2750.00, said price to include ten free control keys plus fifty cents for each additional key: Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mrs. Ackermann "Absent".

Question came on a motion by Mr. Olesen, seconded by Mr. Fitzgerald, presented at the meeting of June 7, 1966, "That the Superintendent of Schools be empowered to form a committee consisting of representatives of the public schools and non-public schools to evaluate the feasibility of sharing public school facilities with non-public school students and, further, that the chairman of this committee shall be a member of the Cambridge School Committee to be named by the Vice-Chairman. This committee shall submit its report to the School Committee by the second meeting in October." On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to place the motion on the table.

Question came on a proposed amendment to the Teachers' Salary Schedule, presented by Mr. McMahon, seconded by Mr. Fitzgerald "That all teachers in the Cambridge School Department with a Bachelor's degree and 25 years' experience (except teachers with two Bachelor degrees) shall receive the equivalency of a Master's degree for salary purposes only, effective September 1, 1966." There being no objection Mr. Peter Nelligan, president of the Cambridge Teachers' Association appeared and stated that the Teachers' Association would not be in favor of such a change in the Salary Schedule but would be in favor of a longevity increment for all teachers, regardless of degree. A proposed amendment by Mr. Duehay, seconded by Mr. Solomons "that all teachers in the Cambridge School Department with twenty-five years of experience (except teachers with two Bachelor degrees) shall receive a $400.00 longevity increment, effective September 1, 1966" failed of adoption on the following roll-call: Mr. Duehay, and Mr. Solomons voting "Yea"; Mr. Fitzgerald, Mr. McMahon, Mr. Olesen and Mayor Hayes voting "Nay"; Mrs. Ackermann "Absent". On the following roll-call it was then voted to adopt the amendment to the Teachers' Salary Schedule, presented by Mr. McMahon, seconded by Mr. Fitzgerald "That all teachers in the Cambridge School Department with a Bachelor's degree and 25 years' experience (except teachers with two Bachelor degrees) shall receive the equivalence of a Master's degree for salary purposes only, effective Sept. 1, 1966.": Mr. Fitzgerald, Mr. McMahon, Mr. Olesen and Mayor Hayes voting "Yea"; Mr. Duehay and Mr. Solomons voting "Nay"; Mrs. Ackermann "Absent".

On motion by Mr. Fitzgerald, seconded by Mr. Solomons it was voted on the following roll-call to adopt the Superintendent's recommendation that the persons listed below be approved for participation in the Early Childhood Development (Headstart Program): Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mrs. Ackermann "Absent".

June 14, 1966

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE:
RECOMMENDED:

That the following personnel be approved as eligible for appointment to the Early Childhood Development Program in the following areas of instruction:

Teachers
Teacher Aides

List in each category is attached hereto.

JOHN M. TOBIN
Superintendent of Schools

TEACHERS — HEADSTART

Teachers presently Employed — or Substitutes — Past Employees

Donnelly, Joan
Dunlop, Dorothy
Gojda, Ruth Ann
Hall, Aloyse C.
Hernquist, Joyce
Isenberg, Mrs. Sheldon
Leahy, Mary E.
Lecomte, Jeanne L.
Lorian, Marcia E.
Martin, Carole M.
McCauley, Elizabeth
McGuire, Clare M.
Mroz, Mary T.
Redling, Joyce
Rogan, Eleanor J.
Siskind, Beverly A.
Tanzer, Marjorie
Verrier, Lorraine
Wadden, Catherine E.
Watford, Ann
Zern, Deborah S.

TEACHERS — HEADSTART

Residents of City of Cambridge

Bishop, Carolyn J.
Brennan, Mary
Brown, Susan
Cook, Judy A.
Dean, Diane C.
Fiestal, Anne E.
Girard, Jeanne
Gordon, Nancy O.
Grubin, Aileen B.
Ham, Lola J.
Harmon, Florence B.
Kohrman, Cordelia B.
Krupp, Judith
Kuretsky, Judith
Lee, Marcia
Leea, Tamara
Mancuso, Irene
Maxwell, Sue N.
Miller, Nancy
Mumma, Wilma
Nason, Naomi
Olson, Patricia A.
Pratt, Susan
Richman, Vera
Rogers, Pamela B.
Scanlon, Lucy
Spofford, Brenda C.

TEACHERS

Non-Residents

Arnaud, Alyce
Bradden, Francine
Bright, Susan
Cutler, Debora D.
DelVeechio, Martha
Frost, Susan
Hagerty, Helen R.
Hagopian, Judith
Hanson, Pamela
Isenhour, Sandra
Katz, Ellen
Landon, Judith
Marvit, Janice
Mercilliott, Jean Anne
Murphy, Pauline A.
Neuschatz, Rita
Sullivan, Sheila A.
Zimman, Nancy R.
Zoukis, Barbara

TEACHER AIDES

Cambridge Residents

Adams, Nancy
Ambush, Jeanette M.
Bangs, Carol D.
Bass, Diane
Chang, Cecilia M. D.
Cohen, Sarelle L.
Coleman, Joan D.
Ezust, Miriam
Falvey, Marion T.
Grant, Louise
Hall, Claire P.
Hanson, Bridget A.
Hing, Ho Miu
Horwitz, Liza R.
Houston, Dorcas S.
Kennedy, Paula
Kenney, Kathleen P.
Lavey, Christine M.
Lovell, Myrl E.
McKeon, Margery
Palatini, Jane Ellen
Praylor, Lelia
Quick, Gertrude
Rossi, Mary E.
Rossoff, Margaret
Schatzow, Judith A.
Schwartz, Julie
Sealey, Marsha C.
Woodhead, Louise
Woods, Mary C.

TEACHERS AIDES

Non-Residents of Cambridge

Beckley, Marilyn
Cohen, Arlene D.
Dank, Anrea Sue
Feingold, Elise
Ford, Carol A.
Fox, Joan
Glavia, Carol
Hopkins, Kaye
Kadan, Jean
Kaplan, Susan
Kidwell, Sara P.
Lerman, Ethel
Monroe, Diane
Napoleon, Irma

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the Superintendent's recommendation, presented at the meeting of June 14, 1966 that Edward J. Murphy, Master of the Russell School, be appointed Coordinator of the Cultural Enrichment Project: Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mrs. Ackermann "Absent."

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the Superintendent's recommendation, presented at the meeting of June 14, 1966 that the following persons be approved for participation in the Cultural Enrichment Program: Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mrs. Ackermann "Absent":

Office of the
Superintendent of Schools
1700 Cambridge Street
Cambridge, Massachusetts 02138

June 14, 1966

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE:
RECOMMENDED

That the following personnel be approved as eligible for appointment to the Cultural Enrichment Program in the following areas of instruction:

Art Teachers
Music Teachers
Science Teachers
Teacher Aides
Secretary-Bookkeeper

List in each category is attached hereto.

John M. Tobin
Superintendent of Schools

ART TEACHERS

Allenberg, Maureen
Beatrice, Diane
Decker, Doris W.
DeThomasis, Norma
Green, Sydney
Keane, Sheila H.
McDonald, Judith
Murphy, Elsie L.
Tansey, Judy

MUSIC TEACHERS

Demirjian, John
DeStefano, Judith
Kreitzman, Susan
McKee, John W. R.
Nisbet, Maywood M.
Sego, Charles M.
Donehue, Carol V.

SCIENCE TEACHERS

Bothelo, Arthur W., Jr.
Fasciano, John J.
Foley, Francis X.
Lorion, Marcia E.
Mullaney, Thomas W.
Nissen, Joseph
O'Brien, Patrick J.
Gearty, Daniel J.

SECRETARY-BOOKKEEPER

O'Connell, David J.

TEACHER AIDES

Ahern, Catherine
Bennett, Maureen
Gardiner, Robert H., Jr.
Gurry, Martha A.
Johnson, Beverly
Martin, Patricia
McCluskey, Judy A.
McDonough, Margaret A.
McElearney, Mary
Noonan, Mary
Patterson, Joyce B.
Santocki, Marilyn
Sheehan, Patricia
Bizelia, Gloria
Cavallaro, David
Marquis, Mary
Quick, Gertrude

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted on the following roll-call to adopt the Superintendent's recommendation, presented at the meeting of June 14, 1966 That Winifred M. Linehan, Director of Primary Education, be appointed as Coordinator of the Summer Head Start Program. "Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mrs. Ackermann "Absent."

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the Superintendent's recommendation, presented at the meeting of June 14, 1966, that the persons listed below be approved for participation in the Summer School at High & Latin School: Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Olesen "Present"; Mrs. Ackermann "Absent."

Office of the
Superintendent of Schools
1700 Cambridge Street
Cambridge, Massachusetts 02138

June 7, 1966

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE:

The Superintendent recommends that the following persons be approved as teachers in the Summer School:

William J. Joyce, Principal
Gunnar E. Haugh, Assistant
Florence B. Davey
Judith A. Devine
William J. Doran
Leon C. Fitzgerald

Daniel P. Foley
David T. Hunter
James M. Landrigan, Jr.
Cynthia M. Larson
Paul E. Lyons
Nancy M. McMahon
Patricia M. Murphy
Edward D. O'Brien
John G. O'Keefe
George F. Olesen
Rita Ritterbush
John J. Terry, Jr.

All personnel listed have taught in Summer School in the past or have been recommended by the respective Head of the Department.

The Superintendent recommends that the following persons be approved for placement on an available list should enrollments require additional teachers.

Marion Bernstein
John P. Burke
Arthur W. Botelho, Jr.
William J. Dynan
Kenneth S. Friedman
Thomas C. Haley
Dennis W. Huyghe
Moses Konjoian
Louise Margaret Murray
Rita Neuschatz (Mrs.)
Alexander Stankunas

Very truly yours,
John M. Tobin
Superintendent of Schools

On motion by Mr. Solomons, seconded by Mr. Fitzgerald it was voted on the following roll-call to adopt the Superintendent's recommendation, presented at the meeting of June 14, 1966, that the persons named below be appointed teachers in the Cambridge School Department and assigned to the school and at the salary indicated, effective Sept. 1, 1966: Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mrs. Ackermann "Absent".

Rindge Tech. Thomas A. Calabrese (permanent) (Teacher-Auto Mech. $5600. yr.
Bureau Pupil Serv. Susan L. Shuman (provisional) Teacher (Speech) 5600. yr.
Longfellow Elizabeth S. Kurosaka (Provisional) Teacher (Spec. Class) 6700. yr.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the Superintendent's recommendation, presented at the meeting of June 14, 1966 that the following persons be appointed as Guidance Counselors in the Bureau of Pupil Services and assigned to the school and at the salary indicated, effective Sept. 1, 1966: Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mrs. Ackermann "Absent".

Elementary Schools	John G. O'Keefe	Guidance Counselor	$10,800.
High & Latin School	Helen R. Brownrigg	Guidance Counselor	8,200.
High & Latin School	Barbara R. Cannon	Guidance Counselor	8,000.
Rindge Tech.	Ralph J. Sennott, Jr.	Guidance Counselor	7,400.

On motion by Mr. Duehay, seconded by Mr. Olesen, it was voted on the following roll-call to adopt the Superintendent's recommendation, presented at the meeting of June 14, 1966, that William J. Reagon, being the first person on the examined list, be appointed to the position of Headmaster's Assistant-English, Rindge Technical School, at a salary of $10,340.00 per year, effective September 1, 1966: Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mrs. Ackermann "Absent".

On motion by Mr. Olesen, seconded by Mr. McMahon, it was voted to convene in executive session.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to adopt a recommendation of the Superintendent that the Cambridge School Department continue the program of Child Development classes from September 1, 1966 through June 1967.

The chairman ordered placed on the 'calendar' as required by the rules the Superintendent's recommendation that Charles W. Adams be appointed to the position of Director of Libraries in the Cambridge School Department at a salary of $12,220.00 per year, effective September 1, 1966. (It was unanimously agreed to have Mr. Adams appear before the committee in executive session at the next meeting of the committee.)

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to refer to the Superintendent for report, a petition received from Marie Sullivan Murphy, teacher at the Morse School now on Maternity Leave of Absence, requesting that her Maternity Leave of Absence be extended.

There being no objection the chairman ordered placed on the 'calendar' the Superintendent's recommendation that the following persons be approved for participation in the After School Centers Program, School Home Liaison Program and Cultural Enrichment Program and the Early Childhood Development Program:

After School Centers

Nancy E. Magee, Reading Teacher
Mrs. Helen Lewis Secretary-Bookkeeper

School Home Visitor
School Home Liason

Anne E. Fiestal, School Home Visitor
Mrs. Anne Young, Clerk-Typist

Cultural Enrichment Program

Stephanie Fitzgerald, Art Teacher
Barbara E. Underwood, Art Teacher
Mrs. Daniel S. Ellis, Music Teacher
Mrs. Youce MacKay, Science Teacher
Kathleen Hayes, Teacher Aide
Joseph Lo Duco, Teacher Aide
Roger O'Sullivan, Teacher Aide
Sheila Sullivan, Teacher Aide

Early Childhood Development

Judit Atkinson, Teacher
Beverly N. Birenbaum, Teacher
Ann Fay, Teacher
Suzanne Ferrone, Teacher
H. J. Graham, Teacher
Sandra R. Johnson, Teacher
Karen Jorgensen, Teacher
Carol Liv, Teacher
Elizabeth Stressinger, Teacher
Mrs. Lucy Doherty, Teacher Aide
Lucinda Maciel, Teacher
Mrs. Mary A. Maguis, Teacher Aide
Elizabeth Smith, Teacher Aide
Louise Grant, Teacher Aide

On motion by Mr. McMahon, seconded by Mr. Olesen, it was voted to reconvene in regular session.

On motion by Mr. McMahon, seconded by Mr. Olesen, it was voted to ratify And affirm the votes taken in executive session.

On motion by Mr. Duehay, seconded by Mr. Olesen, it was Unanimously voted to suspend the regular Order of business for the purposes of reverting back to New Business.

On motion by Mr. Duehay, seconded by Mr. Olesen, it was voted to adopt the following order:

WHEREAS: On December 26, 1965, William Lyons of 21 Fainwood Circle, a member of this year's graduating class at St. Mary's grammar school, and a member of the 1966-1967 Freshman Class at Cambridge High & Latin School, heroically saved the life of a young four-year-old neighbor. When the clothing of little Dennis Frazier accidentally caught fire, William Lyons, without thought for his own personal safety, rushed to the boy's aid, extinguished the flame and administered first aid, William Lyons subsequently Was awarded the Mass. Humane Society's scroll in recognition of bravery in saving a life. Therefore, be it, ORDERED: That the Cambridge School Committee commend William Lyons of 21 Fainwood Circle, Cambridge, Mass., for this fine act of heroism and extends a cordial welcome to the Freshman Class at High & Latin School in September, 1966 to this brave young man, and, further, that a copy of this Order be forwarded to the Headmaster of the High & Latin School and to his parents, Mr. & Mrs. Edward Lyons.

On motion by Mr. McMahon, seconded by Mr. Olesen, it was voted to adjourn;

ADJOURNED

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(OFFICIAL REPORT)

SPECIAL MEETING: **Wednesday, June 29, 1966**

Called by His Honor, Mayor Daniel J. Hayes, Jr., in accordance with the provisions of the Rules of the School Committee for the following purposes:

1) Approval of regular and intervening special meetings.
2) Communications from His Honor, the Mayor, the City Manager, the City Council or other Officers of the city.
3) Communications, reports and recommendations from the Superintendent of Schools.
4) Reports of Committees.
5) Unfinished business of previous meetings.
6) New Business: Orders, resolutions and petitions, etc.

On motion by Mr. Olesen, seconded by Mr. Duehay, it was voted to approve as presented the minutes of the regular meeting of June 7, 1966.

On motion by Mr. Fitzgerald, seconded by Mr. McMahon, it was voted to refer to the Superintendent for reply a communication from the City Council that "Whereas there is no need of a delay in beginning the program of furnishing hot lunches to all children in our school system, therefore it is the desire of this City Council that the School Committee formulate plans to begin the program for all schools starting with the fall season."

On motion by Mr. Solomons, seconded by Mr. Olesen it was voted to make part of the minutes the following communication from the City Council.

> Whereas: Thomas F. Mahoney, a former employee of the School Department of the City of Cambridge, entered the service of the School Department on June 30, 1919 and was pensioned on October 12, 1939 and died on April 18, 1966, having served not less than twenty years, and
> Whereas: At the time of his death said employee had no rights to elect that benefits be paid to his survivor; said employee leaves as his survivor, his widow, Mrs. Bernadette L. Mahoney, who has not remarried and is not receiving any retirement allowance or pension under the provisions of any general or special law, therefore be it Ordered: That, under the provisions of Sec. 95A of Chap. 32 of the General Laws, Tercentenary Edition, and amendments thereto, that in order to promote the public good, and in consideration of the long and meritorious service performed by Thomas F. Mahoney, an annuity be granted to Mrs. Bernadette L. Mahoney, widow of Thomas F. Mahoney, of $1200.00 per year. A true copy; Attest: Thomas M. McNamara, City Clerk.

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to make part of the minutes the following communication from the Co-Captains of the High & Latin School Tennis Team:

> Mayor Daniel J. Hayes, Jr., Chairman
> Cambridge School Committee
> Cambridge, Mass.
>
> Dear Mayor Hayes:
>
> Please extend the sincere appreciation of the C.H.L.S. tennis team members to your colleagues on the School Committee, not only for the wonderful banquet at the Morse School on Thursday, but also for the many kindnesses which they have extended to us this year.
>
> /s/Ronald Quick and William Lee
> Co-Captains 1966-67 C.H.L.S. Tennis Team

On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted to place on file a communication from the Cambridge Economic Opportunity Committee expressing their thanks to the School Committee and members of the administrative staff for the fine cooperation extended during the past year in their Child Development Program.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to make part of the minutes the following communication from Senator Edward M. Kennedy:

UNITED STATES SENATE
Committee on
Labor and Public Welfare
June 15, 1966

Mr. Edward J. O'Connell
Secretary of the School Committee
1700 Cambridge Street
Cambridge, Massachusetts

Dear Mr. O'Connell:

Thank you for your correspondence discussing proposals to amend the Constitution to allow our public schools to conduct prayer periods.

I have received many fine letters from people throughout Massachusetts and I sincerely appreciate your special concern that our nation preserve its religious heritage. I believe that it is critically important that we as individuals exercise our freedom to practice our faith according to our preferences.

At the time the Supreme Court decisions on this question were handed down, I stated that I personally saw nothing wrong in the simple observances which the Supreme Court objected to. I felt, however, that the Court had spoken and that its decisions as the final arbiter on questions of constitutionality under our system of government, must be respected and obeyed.

Since that time several amendments to our Constitution have been proposed. Extensive hearings have been held in the House of Representatives. Testimony was heard from eminent theologians, scholars, constitutional lawyers and other respected community leaders.

I have studied the record of these hearings carefully, and considered the question at great length.

As I interpret these decisions, it is presently constitutionally permissible to allot time during the school day for meditation and reflection. This would not run afoul of our constitutional separation of Church and State, and it could not involve public authorities conducting religious exercises.

I agree that we must insure that our moral and religious values are inculcated in our children. However, amending the Constitution to authorize nonsectarian school prayers, is, in my opinion, not the solution. We must instead encourage and rely upon our families, churches, and other private community institutions to provide the religious leadership and instruction that is so essential for our children. It is this reliance that has so successfully guided our nation in the past, and I believe it will be successful in the future.

The school prayer amendment is presently pending before the Senate Judiciary Committee where no action has as yet been scheduled upon it. I was pleased to learn your views on this important issue and when it comes before the full Committee for consideration, I shall be happy to make your position known.

Sincerely,
Edward M. Kennedy

On motion by Mr. Olesen, seconded by Mr. Duehay, it was voted to place on file a communication from the City Manager advising that the School Committee order of May 25, 1966 relative to the Haggerty School is unsatisfactory inasmuch as it does not give information as to what is desired.

On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted to make part of the minutes the following communication from the Recreation Commission:

Cambridge School Committee June 8, 1966
Cambridge, Mass.

Gentlemen:

At its meeting on June 2, 1966, the Recreation Commission discussed the taking of recreation land for purposes other than recreational. It was motioned, seconded and carried that "no city-owned land devoted to recreation purposes be taken for other purposes, unless equivalent and appropriate land is acquired which could be devoted to the same use in the same section of the city".

Very truly yours,
/s/WILLIAM J. CLEARY
Superintendent of Recreation

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to place on file a communication from Paul G. Feloney, Architect relative to the proposed new Putnam-Thorndike School.

SUPERINTENDENT OF SCHOOLS
(Reports and Recommendations)

The Superintendent reported the retirement of the following teachers:

Catherine Biggane Murphy, Longfellow School, teacher for twenty years, effective July 2, 1966

Agnes M. MacLean, Harrington School, teacher for forty-eight years, effective June 30, 1966

A. Mabel Harrington, Harrington School, teacher for fifty-years, effective June 30, 1966

Anne L. Sullivan, Roberts School, teacher for thirty-nine years, effective June 30, 1966

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that their retirements be approved and that the School Committee express to these teachers their sincere appreciation for their long years of efficient and devoted service to the Cambridge School Department.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to accept the resignations of the following teachers, effective June 30, 1966:

High & Latin	Linda E. Goodman	Teacher - Mod. Lng.
High & Latin	Eleanor G. Waring	Teacher - English-Latin
High & Latin	Adaria Ruey Debenham	Teacher - English
Houghton	Katherine D. (Melnick) Pike)	Gr. 3
Morse	Barbara H. Richardson	Kindergarten
Roberts	Dorothea M. Schmidt	Kindergarten
Roberts	Leslie Ramler	Kindergarten
Webster	Martha Grossman	Grade 3
Webster	Jane P. (Pontius) Mathes	Kindergarten

The Superintendent reported that the following persons who were appointed permanent teachers effective September 1, 1966, have declined their appointments and on motion by Mr. Olesen, seconded by Mr. Solomons it was voted to accept their declination:

Rindge Tech.	Charles E. Day
High & Latin	Susan E. Andrews
Music Department	William M. Tower, Jr.
Charles G. Harrington	Rose D. Orlandi

On motion by Mr. Olesen, seconded by Mr. Duehay it was voted to make part of the minutes the following communication from the Cambridge Economic Opportunity Committee:

Mr. John Tobin, Superintendent
Cambridge School Department
1700 Cambridge Street
Cambridge, Massachusetts
Dear Mr. Tobin

This is to inform you that on May 24, 1966, Mr. Robert J. Mangum, Director, Northeast Regional Office of Economic Opportunity, New York, approved the application of the Cambridge Economic Opportunity Committee, Inc.

The program has been approved in the amount of $86,512.00 with a Federal Grant of $11,849.00 with $16,663.00 being provided by the local community grants In-Kind contribution. This In-Kind contribution represents no cash, but simply the use of facilities, equipment and services.

If you require any additional information, please feel free to contact this office.

Sincerely yours,
Daniel F. Clifford
Executive Director

The Superintendent reported that a Mr. Frank Totino of Cambridge had conferred with him relative to a group of high school students traveling across country from California and requested this department to provide a place to stay overnight. They requested the use of the Harrington School on the evening of July 14. They are willing to provide custodian and any other necessary expenses. The Superintendent recommended that the request be granted. Mr. Olesen moved, seconded by Mr. Solomons, that the Superintendent's recommendation be adopted. There being no objection the chairman ordered this matter referred to executive session.

The Superintendent concurred in a recommendation by Mr. Kozlowsky, director of Physical Education and Athletic Activities that Paul Lyons, Basketball Coach at High & Latin School, be granted permission to attend the Adelphi University Basketball Coaching School on August 21-24, 1966 at Garden City, Long Island, New York at a cost not to exceed $75.00, to be paid from the High School Athletic Fund. On motion by Mr. Olesen, seconded by Mr. McMahon, it was voted on the following roll-call to adopt the recommendation: Mr. Duehay, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Fitzgerald "Present"; Mrs. Ackermann "Absent".

There being no objection the chairman ordered referred to executive session a communication from Mr. Kozlowsky, Director of Physical Education & Athletic Activities, relative to withdrawing the names of certain coaches which were included in his recommendation, now on the table awaiting action, relative to appointment of coaching personnel.

The Superintendent recommended the adoption of the following text books for use in the Cambridge Public Schools.

PUBLISHED BY HOUGHTON MIFFLIN CO.
American Government, by Patterson, Jeffery, Shick.
PUBLISHED BY PRENTICE HALL.
Trigonometry by Rees and Rees
PUBLISHED BY RAND McNALLY & CO.
Communities and Government in a Changing World, by John C. Bollens

On motion by Mr. Olesen, seconded by Mr. Fitzgerald, it was unanimously voted to suspend the rules for the purpose of acting on the Superintendent's recommendation relative to text books. On motion by Mr. Olesen, seconded by Mr. Fitzgerald, it was voted to approve the text books recommended by the Superintendent and set forth above.

On motion by Mr. Solomons, seconded by Mr. Olesen, it was voted to adopt a recommendation by the Superintendent that a communication from Ruth Murray, Master's Assistant at the Fitzgerald School, requesting permission to display in some prominent place in the school a plaque commemorating the retiring Master, Louis N. Fougere, be referred to the Committee on Buildings & Grounds.

On motion by Mr. Duehay, seconded by Mr. Olesen, it was voted to make part of the minutes the following figures indicating the new enrollees and the aggregate attendance for the summer sessions of the After School Program for Monday, June 27, and Tuesday, June 28:

	New Enrollees	Aggregate
Harrington	17	124
Morse	49	118
Thorndike	27	121
Fitzgerald	37	232
Roberts	43	167
Houghton	12	146
	185	908

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Calendar:

Question came on a motion to adopt the Superintendent's report and recommendation relative to school sessions, spread in its entirety in the minutes of May 25, 1966, in compliance with the directive of the State Department of Education, the Superintendent to report further on a proposed motion that the report be referred back to the Superintendent for further study as to what the added time is to be used for. The Superintendent presented the following supplementary report relative to the Length of School Sessions:

SUPPLEMENTARY REPORT
Length of School Sessions

High & Latin School is at present organized on a seven period class day with a 45 minute class period.

Rindge Technical School is at present organized on a seven period class day with a 42 minute class period.

Adding 25 minutes per day will add 4 minutes to four of these periods and 3 minutes to each of the remaining three.

Thus each period at High & Latin will be 48 or 49 minutes and each period at Rindge will be 45 to 46 minutes.

In the elementary school, the introduction of French in Grades four through eight, and the increase in the emphasis on Science requires that either time be taken from other subjects or that time be added to the length of the day. Up to the present there has been no allocation in the schedule for the release time classes for religious instruction. The addition of thirty minutes each day will allow provision for French classes, for release time and for added time in Science without taking time from other subjects in the curriculum.

In grades 1-3 the addition time will be used to strengthen our program in Language Arts and Mathematics.

Respectfully submitted

/s/ John M. Tobin, Supt. of Schools

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted on the following roll-call to adopt the Superintendent's report and recommendation relative to school sessions, spread in its entirety in the minutes of May 25, 1966 in compliance with the directive of the State Department of Education, together with the supplementary report from the Superintendent set forth above: Mr. Duehay, Mr. Fitzgerald, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. McMahon and Mr. Olesen voting "Nay"; Mrs. Ackermann "Absent".

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted to refer to executive session the Superintendent's recommendation, presented at the meeting of June 21, 1966 that Charles W. Adams be appointed to the position of Director of Libraries at a salary of $12,220.00 effective September 1, 1966.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to approve the personnel for After School Centers Program, School Home Liason Program and Cultural Enrichment Program, as recommended by the Superintendent and set forth in detail in the minutes of June 21, 1966.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to approve the personnel for Early Childhood Development Program as recommended by the Superintendent and set forth in detail in the minutes of the meeting of June 21, 1966.

Tabled Matters:

A motion by Mr. McMahon, seconded by Mr. Olesen, to take from the table a proposed amendment to the rules "That Chap. VII, Sec. 19 paragraph entitled 'Requirements for Major Positions' be amended by adding 'Recruitment of candidates for promotional examinations for major positions shall be confined to the professional staff of the Cambridge public school system" failed of adoption.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to take from the table the recommendation of the Director of Physical Education and Athletic Activities concerning the election of Athletic Personnel. On motion by Mr. Olesen, seconded by Mr. Duehay it was voted that this recommendation be referred to executive session.

On motion by Mr. Duehay it was voted to take from the table bids received for Shorthand Instruction for Stenograph Laboratory at High & Latin School.

Conforming to an order that he report as to how many students in the secondary schools will be in need of individual speech therapy next September and inform the committee what steps will be taken to provide this therapy, the Superintendent presented the following report and on motion by Mr. Duehay seconded by Mr. Solomons, it was voted that the report be placed on the "calendar":

— IN SCHOOL COMMITTEE —
May 25, 1966 (Recessed & Adjourned May 31, 1966)

ORDERED:

That the Superintendent ascertain how many students in the secondary schools will be in need of individual speech therapy next September and inform the School Committee by the second meeting in June what steps he will take to provide this therapy.

A true copy:
Attest:
Secretary of the School Committee

In accordance with the above order of the School Committee dated May 25, 1966, a survey has been made to determine how many students in the secondary schools will be in need of individual speech therapy for the school year 1966-1967.

There are presently 16 students attending speech therapy classes. These classes are divided into small groups for individual work.

One (1), who will be entering high school in September, has been recommended by Dr. Brogan, who is the elementary school speech therapist.

In addition — 13 students have been recommended by their counselors, as possibly in need of speech therapy, and will be screened for possible admission to the class in September, 1966.

Under these circumstances the present organization which provides 3 groups, each group for one period per week, will, in my opinion, provide the necessary speech therapy.

Very truly yours,
JOHN M. TOBIN
Superintendent of Schools

NEW BUSINESS

On motion by Mr. McMahon, seconded by Mr. Duehay, it was voted that the following students of Cambridge High & Latin School be commended for volunteering to give generously of their time in taking children from Nazareth Home to the zoo on Sunday, June 12, 1966:

Zeda Amaral — Organized the trip. Spent many hours of her time on project.
Donna Huntley
Theresa Carpowitz
Sandra Enos
Leona Correia
Jo-Ann Guido
Gail Farreia
Rosemary Norris
Angela Laurence
Barbara Nonis
Elaney Roussopolous
Donna Powers
Wanda Drevitz
Thelma Thorn
Fern Wong
Marilyn Campbell
Annette Benoit
Maria Duarte
Rosalind Niles
Mildred Yarborough

— and further that the following K. B. Advisors be commended for giving so freely of their time:

Mrs. Catherine O'Sullivan
Mrs. Jacqueline Wescott
Mrs. Margaret Wheeler

On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted to convene in executive session.

EXECUTIVE SESSION

Question came on the Superintendent's recommendation, presented at the meeting of June 21, 1966 that Charls W. Adams be appointed to the position of Director of Libraries at a salary of $12,220.00 effective September 1, 1966. Mr. Adams appeared before the committee and discussed the duties of this office. At the conclusion of the hearing it was voted to adopt a motion by Mr. Olesen, seconded by Mr. McMahon, that the Superintendent's recommendation be laid on the table and that the other applicants be invited to be interviewed by the School Committee.

On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted to refer to the Superintendent with power the matter of providing over-night accommodations for the group of high school students traveling across country from California.

Question came on the recommendation of the Director of Physical Education and Athletic Activities, concurred in by the Superintendent, as presented at the meeting of May 31, 1966 relative to the election of Athletic Personnel. Mr. Kozlowsky appeared before the committee and discussed his recommendation at length. Mr. Kozlowsky stated that he was in receipt of a communication from Mr. Joseph Whitney, elementary school basketball and baseball coach, stating that he would not be available for coaching as of June 15, 1966 and requested that his name be withdrawn from the recommended list of coaches. At the conclusion of the hearing it was voted on the following roll-call to adopt a motion by Mr. McMahon, seconded by Mr. Solomons, that the athletic personnel recommended for appointment by Mr. Kozlowsky, Director of Physical Education and Athletic Activities, and concurred in by the Superintendent, as set forth in detail below, be approved: Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Olesen voting "Nay"; Mrs. Ackermann "Absent":

ELEMENTARY SCHOOLS

Thomas J. Sheehan, Faculty Manager	$1300 per year
Simon B. Kelleher, Physician	1100 per year

Coaches	*Football*	*Officials*	
Robert Richards	$375	Roland Lachance	$85
Joseph Colannino	$375	Paul Lyons	$85
John Caulfield	$375	Francis Foley	$85
Eugene Zubrinski	$375		

BASKETBALL

Coach-Supervisor
$250 per season
Joseph Colannino
John Hallice
William Dynan
Charles Killilea
Neil O'Connor
John Noble
John Nolan
Richard Curcio
Officials
$200 for season

seconded by Mr. Solomons, it was voted on the following roll-call to adopt the Assistant Superintendent's recommendation: Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mrs. Ackermann "Absent".

Assistant Superintendent Hockman recommended that a contract for furnishing 18 Pupils Desks "Study Tables" be awarded to the lowest responsible bidder, J. L. Hammett Co., Cambridge, Mass., at a price of $17.50 each. On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the Assistant Superintendent's recommendation: Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mrs. Ackermann "Absent".

Assistant Superintendent Hockman recommended that a contract for furnishing 8 four drawer File Cabinets be awarded to the lowest responsible bidder to have met specifications, Joseph F. Chalpin-Westmoreland Metal Mfg. Co., Arlington, at a price of $56.00 each. On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted on the following roll-call to adopt the Assistant Superintendent's recommendation: Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mrs. Ackermann "Absent".

Assistant Superintendent Hockman recommended that a contract for furnishing 7 two-drawer File Cabinets be awarded to the lowest responsible bidder to have met specifications, Period Furniture Shop, Somerville, Mass., at a price of $40.59 each. On motion by Mr. Olesen, seconded by Mr. Fitzgerald, it was voted on the following roll-call to adopt the Superintendent's recommendation: Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mrs. Ackermann "Abesent".

Assistant Superintendent Hockman recommended that a contract for furnishing one four-drawer File Cabinet be awarded to the lowest responsible bidder to have met specifications, Joseph F. Chalpin-Westmoreland Metal Mfg. Co., Arlington, at a price of $45.00 each. On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the Assistant Superintendent's recommendation: Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mrs. Ackermann "Absent".

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted on the following roll-call to adopt the Superintendent's recommendation that a renewal of the present policy with relation to Student Accident Insurance for the period Oct. 1, 1966 to Sept. 30, 1967 be approved on the basis of the coverage provided and the savings of 25¢ per pupil, as offered by the lowest bidder, Miller & Watt, Inc., of Boston: Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea";

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted on the following roll-call that contracts for furnishing paper and general school supplies be awarded as recommended below : Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mrs. Ackermann "Absent":

SUMMARY NOTES:

BIDS ON PAPER AND GENERAL SCHOOL SUPPLIES

Invitations to bid were sent to Thirty One vendors. Fourteen submitted proposals.

It is recommended that contracts be awarded, as listed below, to the lowest bidder, with some exceptions.

Where identical proposals were submitted a local vendor is recommended. In detail, exceptions to the lowest bidder rule are;

ITEM#8 — Mimeograph Paper.

G. M. C. Paper Supplies, Inc., was low bidder.
They submitted no sample.

Recommended:

Saxon Paper Corp., the next low bidder, whose sample met our specifications.

ITEM#10 — Duplicator Paper

Four low bidders submitted proposals on paper which was not watermarked and/or not #1 as specified.

Recommended:

Saxon Paper Corp., lowest bidder to meet specifications.

ITEM#11 — As in #10.

Recommended:

John Carter & Co., Inc., lowest bidder to meet specifications.

ITEMS#15, 16, 17, 18:

Recommended:

J. L. Hammett Co., per Mr. Santoro's approval of samples.

ITEMS#22, 23

Recommended:

Mainco School Supply Co., per Mr. Santoro's approval of samples.

ITEMS#32, 33

Envelopes

Low Bidder-Mainco-Proposal #Sub. 24. Specified #28 paper.

Recommended:

Hammett, lowest bidder to meet specifications.

ITEM#45 — Pens

Specified Eagle Stick #29-1 or equal. Low bidder-Wolkins. Not equal. Plastic case-short cartridge. Mainco-bid on a stainless steel point-short cartridge. Hammett & Bradley bid on Eagle Stick #29-1-brass cartridge, 6" cartridge, carbide-tipped point, as specified.

Recommended:

Per sample: Hammett.

According to recommendations, contracts would be awarded to:

Hammett	$17,766.62
Welkins	6,088.03
Mainco	3,247.45
Bradley	669.40
Cascade	444.00
G. M. C.	1,375.00
Alles	451.00
Saxon	6,947.70
Carter	461.50
TOTAL	$37,450.70

Conforming to an order that he conduct a survey of coaches salaries paid in surrounding communities, said survey to be a comprehensive report to include hours each coach devotes to his particular sport, duties and the method of appointment; and, further, that the Superintendent make whatever recommendations he deems, appropriate, the Superintendent presented the following report and recommendations and on motion by Mr. Olesen, seconded by Mr. Duehay, it was voted that this report be referred to executive session:

Office of the
Superintendent of Schools
1700 Cambridge Street
Cambridge, Massachusetts 02138

June 16, 1966

ORDERED:

That the Superintendent conduct a survey of coaches' salaries paid in surrounding communities, said survey to be a comprehensive report to include hours each coach devotes to his particular sport, duties and the method of appointment, and further that the Superintendent make whatever recommendations he deems appropriate.

At the request of the Cambridge School Department, replies to a survey were received from eleven cities and towns i.e. Arlington, Belmont, Chelsea, Everett, Lexington, Lynn, Malden, Quincy, Melrose, Waltham and Winchester. Brookline, Brockton, Newton, Somerville, Watertown and Weymouth did not reply.

1. Duties of coaches:

   In summary, the duties of the coaches of the various sports are basically the same as those of our coaches.

2. Method of appointment:

   a. In those cities and towns which have one person in that position, the Director of Athletics recommends personnel to the Superintendent who in turn recommends to the School Committee.

   Note: One city indicates that an advertisement is placed in the newspaper. One city includes the school principal in the consideration of those to be recommended; two note that they consider teaching ability an important factor.

   b. In those cities and towns which do not have a Director of Athletics the school principal recommends personnel as coaches for that school.

3. Number of hours:

   Only one replied to this question and noted the following number of hours for each position.

Varsity football	701½
Varsity basketball	275
Varsity baseball	248
Varsity hockey	469
Track (all)	372
Golf	100
Tennis	100
Girls' basketball	70
Girls' tennis	35
Girls' softball	40
Elementary football	50
Elementary basketball	30

For the information of the Committee, there is attached a chart showing coaches' salaries and a summary thereof. This will supplement a prior report to the Committee on this same subject.

Salaries of Cambridge Coaches are apparently on a favorable basis with the exception of the Athletic Director, Varsity and Junior Varsity Football, Track, Elementary basketball, Elementary baseball, and Girls' athletics.

The Superintendent recommends that the Committee consider an increase in the salaries of these positions.

Very truly yours,
John M. Tobin
Superintendent of Schools

Att.

SUMMARY OF SALARIES OF COACHES

POSITION	SALARY RANGE	CAMBRIDGE	NOTES
Athletic Director	$1,000 - $2,200	$1,200	
Faculty Manager	800 - 1,700	1,300	6 have no faculty managers but of the six, 2 have equipment managers at $495 and $750; 2 have ticket managers at $275 and $350; 1 has an assistant director at $500.
Varsity Football	1,000 - 3,500	1,200	
Jr. Varsity Football	500 - 1,000	600	
Freshman Football	250 - 700	600	
Varsity Basketball	800 - 1,940	1,000	
Jr. Varsity Basketball	300 - 750	600	
Freshman Basketball	250 - 600	600	
Varsity Baseball	550 - 1,000	1,000	
Jr. Varsity Baseball	300 - 750	600	
Freshman Baseball	250 - 600	600	
Varsity Hockey	600 - 1,200	1,000	
Jr. High Hockey	300 - 600	600	
Winter Track	350 - 600		3 have combined salary for three seasons at $1,000; $1,100 and $1,800.
Spring Track	500 - 800	1,200	
Cross Country	300 - 500		

Swimming	200 - 600	$9.50 per day	7 do not offer swimming	
Golf	250 - 400	8.00 per day	3 do not offer golf	
Tennis	200 - 500	8.00 per day	3 do not offer tennis	
Elementary Football	250 - 375	$375	7 do not offer elementary football	
Elementary Basketball	250 - 600	250	6 do not offer elementary basketball	
Elementary Baseball	175 - 450	175	8 do no offer elementary baseball	
Girls' Basketball	250 - 500		1 do not offer	1 pays $300 for both basketball and tennis; 1 pays $100 per season for intramurals; 1 pays $600 for basketball, tennis, softball, cheerleading and gymnastics; 1 pays $300 for basketball, tennis, softball, volleyball and bowling.
Girls' Tennis	200 - 400	1,000	1 do not offer	
Girls' Softball	200 - 450		3 do not offer	
Girls' Volleyball			8 do not offer	
Girls' Bowling			8 do not offer	
Girls' Cheerleading	100 - 200		4 do not offer	
Girls' Gymnastics	225 - 450		7 do not offer	
Trainer	100 - 2,470	8,470	8 do not offer	
Doctor	150 - 3,150	1,100	3 do not offer	2 use regular school doctor. 1 pays $200 for senior varsity games & $20 per game for Jr. Varsity

	Athletic Director	Faculty Manager	Football:			Basket ball:			Baseball:		
			Varsity	Jr. Var.	Fresh.	Var.	Jr. Var.	Fresh.	Varsity	Jr. Var.	Fresh.
Arlington	2200	None	2200	2-600 2-800	2-600	800	750	600	1000	750	600
Belmont	1000	Equip.Man. 495	1800	750	750	800	600	500	800	600	500
Chelsea	1100+ phys.ed.	—	1500	500	250	800	400	400	700	350	400
Everett	——	1700	3500	1000	600	1000	500	250	800	500	250
Lexington	1200-1400+ 300 travel	Asst.Dir. 500 Equip.Man. 500-750	1200 to 1800	450 to 800	450 to 800	900 to 1500	400 to 600	400 to 600	500 to 700	350 to 600	350 to 600
Lynn	——	1200	1500	600	400	800	300	300	800	300	300
Malden	2850+ H.S.Phys. Ed.	800	2800	800	300	1100	500	300	600	300	300
Quincy	Dir.of Phys.Ed., HealthEd., Ath.Dir. 1.4	750	2000	900	600 Jr.High	1100	550	550 Jr.High	850	450	400 Jr.High
Waltham	1200	Tickets 275	2300	1000	500	1940	500	300-500 Jr.High	1000	500	300 500
Cambridge	1200	1300	1200 600 Asst.	600	300	1000	600	600	1000	600	600
Melrose	1700	800	1000	850	700	1100	600	500	700	500	500
Dorchester	Phys.Ed.& Dir. of Athletics	Tickets 350 only	1500 Asst. 700	also	700 Asst. 400	800	450	450	550	350	250

Lexington has increments of $25, $50 and $100 and maximum reached over 5 yr. period.
Waltham has increments of $50 every 2 years until maximum reached at end of 9 years.

	Hockey Varsity	Jr. Var.	Winter Track	Spring Track	Cross Country	Swimming	Golf	Tennis	ELEMENTARY Football 7-8 gr.	Basketball 6, 7, 8 gr.	Baseball 6, 7 & 8 gr.
Arlington	800	500	1800 for all			———	300	300	———	———	———
Belmont	800	400	550	700	450	———	250	350		500	
Chelsea	800	———	———	800	———	———	———	———	250	250	———
Everett	1000	600	1000 for all			———	———	———	———	———	———
Lexington	600 to 900	400 to 600	350 to 600	500 to 800	300 to 500	250 to 450	200 to 400	200 to 400	———	300 to 500 to	250 to 450
Lynn	800	300	500	500	300	600	300	300	———	———	———
Malden	600	300	600 300Asst.	600 300Asst.	500	200	———	800 200Asst.	300 200Asst	300	300
Quincy	900	400	550	650	350	———	300	350	350 Jr. High	———	———
Waltham	1000	300 to 500	$1100			300 to 500	300 to 500	300 to 500	———	———	———
Cambridge	1000	600	1200 all and		cross country	$9.50 per day	$8 per day	$8 per day	375	250	175
Melrose	1200		600	700	500	———	400	400	———	600	———
Dorchester	750	350	400	600	400	———	300	300	———	———	———

	Girls' Basketball	Girls' Tennis	Girls' Softball	Girls' Volleyball	Girls' Bowling	Girls' Cheerlead	Girls' Gym	Trainer	Doctor
Arlington	300	200	200	———	———	$5 per practice	———	———	$2000

Belmont	400	250	250	——	——	200	——	——	——
Chelsea	300 and tennis		——	——	——	——	——	——	800
Everett	——	——	——	——	——	——	——	——	——
Lexington	300 to 500	200 to 400	250 to 450	——	——	250 to 450	225 to 450	——	$200 for Sat Varsity games & $20 per game for J.V. games.
Lynn	300	300	——	——	——	——	——	——	$600
Malden	300	300	300	——	——	100	——	——	——
Quincy	Girls intramurals $100 per season								School Doctor
Waltham	Coaches are paid $500 per year					——	——	$600	3150
Cambridge	2 Girls $1000 for all Girls' Sports							8470	1100
Melrose	$600 to coach of Sports checked							500	150
Winchester	400	250	300	$5 per day Intramural				100	School Doctor

	Athletic Director	Faculty Manager	Football:			Basketball:			Baseball:		
			Varsity	Jr. Var.	Fresh.	Varsity	Jr. Var.	Fresh.	Varsity	Jr. Var.	Fresh.
Arlington	2200	None	2200	2-600 2-800	2-600	800	600	500	800	600	500
Belmont	1000	Equip. Man 495	1800	750	750	800	400	400	700	350	400

Chelsea	1100+ phys. ed.	———	1500	500	250	800	500	250	800	500	250
Everett		1700	3500	1000	600	1000	750	600	1000	750	600
Lexington	1200-1400+ 300 travel	Asst. Dir. 500 Equip. Man 500-750	1200 to 1800	450 to 800	450 to 800	900 to 1500	400 to 600	400 to 600	500 to 700	350 to 600	350 to 600
Lynn	———	1200	1500	600	400	800	300	300	800	300	300
Malden	2850+ H.S. Phys. Ed.	800	2800	800	300	1100	500	300	600	300	300
Quincy	Dir. of Phys. Ed., Health Ed., Ath. Dir. 1.4	750	2000	900	600 Jr. High	1100	550	550 Jr. High	850	450	400 Jr. High
Waltham	1200	Tickets 275	2300 300	1000 ——	500 ——	1940	500	300— 600 Jr. High	1000 ——	500	300- 500
Cambridge	1200	1300	1200 600 Asst.	600	600	1000	600	600	1000	600	600
Melrose	1700	800	1000	850	700	1100	600	500	700	500	500
Winchester	Phys. Ed. & Dir. of Athletics	Tickets 350 only	1500 Asst. 700	also	700 Asst. 400	800	450	450	550	350	350

???? 1 Lexington has increments of $25, $50 and $100 and maximum reached over 5 yr. period.
???? 2 Waltham has increments of $50 every 2 years until maximum reached at end of 9 years.

The Assistant Superintendent, Mr. Hockman, recommended that the contract for complete installation and instructional services for stenographic (shorthand) instruction be awarded to the lowest responsible bidder, Larkin Associates, Inc., Arlington, Mass., for an Norelco System at $2,815.15. On motion by Mr. Solomons, seconded by Mr. Olesen, it was voted on the following roll-call to adopt Asst. Superintendent Hockman's recommendation: Mr. Duehay, Mr. Fitgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mrs. Ackermann "Absent".

Bids were received for furnishing typewriters for the Business Education Dept., at High & Latin School. Assistant Superintendent Hockman recommended that a contract be awarded to the lowest responsible bidder, Copy Systems, Inc., of Cambridge for furnishing Adler Universal #20 typewriters at a cost of $159.50 for 50 machines for a total of $7,975.00 less trade in allowance for 50 typewriters of $2,533.00 for a net cost for the 50 typewriters of $5,442.00 or alternatively for furnishing 51 typewriters or over to a maximum of 70 typewriters with trade ins of 50 typewriters at a cost of $129.50 per typewriter (new). On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted on the following roll-call to adopt Assistant Superintendent Hockman's recommendation: Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mrs. Ackermann "Absent".

Assistant Superintendent Hockman presented bids for furnishing 26 Filmstrip Projectors with carrying cases, slide changer and 500 watt lamp and 15 Projector Tables to be purchased under NDEA funds. The Assistant Superintendent recommended that a contract for furnishing the 26 film strip projectors be awarded to the lowest responsible bidder, New England Film Service of Waltham at a total price of $1,768.00 and that a contract for furnishing the 15 Projector Tables be awarded to H. B. Motion Picture Service of New Haven Connecticut at a total price of $299.10. On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted on the following roll-call to adopt the Assistant Superintendent's recommendation: Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mrs. Ackermann "Absent".

Bids were presented for printing and binding the 1965 annual report to the School Committee. Assistant Superintendent Hockman recommended that a contract be awarded to the lowest responsible bidder, Shea Brothers, Inc., of Cambridge at a price of $810.00 less one percent for payment in ten days. On motion by Mr. Fitzgerald, seconded by Mr. Solomons it was voted on the following roll-call to adopt the Assistant Superintendent's recommendation: Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mrs. Ackermann "Absent".

Bids were presented for furnishing one Electronics Trainer System and Assistant Superintendent Hockman recommended that a contract be awarded to the lowest responsible bidder. DeVry Industries, Inc., of Chicago, Illinois at a price of $8,438.50 less 2% for payment in ten days and one percent for payment the tenth of the following month. On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted to adopt the Assistant Superintendent's recommendation: Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mrs. Ackermann "Absent".

Bids were presented for furnishing pupils desks and chairs and Assistant Superintendent Hockman recommended that a contract be awarded to the lowest responsible bidder, Ivy League Co., of Worcester for 830 Pupils Desks at a $10.17 each and 830 Pupils chairs at $6.15 each. On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted on the following roll-call to adopt the Assistant Superintendent's recommendation: Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Olesen "Present"; Mrs. Ackermann "Absent".

The Assistant Superintendent recommended that a contract for furnishing 130 Tablet Arm Chairs be awarded to the lowest responsible bidder Henry S. Wolkins Co., of Boston at a price of $14.00 each. On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted on the following roll-call to adopt Assistant Superintendent Hockman's recommendation: Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mrs. Ackermann "Absent".

Assistant Superintendent Hockman recommended that a contract for furnishing 12 Tables be awarded to the lowest responsible bidder to have met specifications, Milton Bradley Company, Springfield, Mass., at a price of $42.60 each. On motion by Mr. Fitzgerald seconded by Mr. McMahon, it was voted on the following roll-call to adopt the Assistant Superintendent's recommendation: Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mrs. Ackermann "Absent".

Assistant Superintendent Hockman recommended that a contract for furnishing 8 Trapezoidal Tables be awarded to the lowest responsible bidder, Joseph F. Chalpin-Westmoreland Metal Mfg. Co. of Arlington, Mass., at a price of $20.75 each. On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the Assistant Superintendent's recommendation: Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mrs. Ackermann "Absent".

Assistant Superintendent Hockman recommended that a contract for furnishing 33 Teachers Desks be awarded to the lowest responsible bidder to have met specifications, The Jarmak Company, Salem, Mass., at a price of $77.97 each. On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the Assistant Superintendent's recommendation: Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mrs. Ackermann "Absent".

Assistant Superintendent Hockman recommended that a contract for furnishing 10 Desks be awarded to the lowest responsible bidder to have met specifications, the Jarmak Company, Salem, Mass., at a price of $91.10 each. On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the Assistant Superintendent's recommendation: Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mrs. Ackermann "Absent".

Assistant Superintendent Hockman recommended that a contract for furnishing 10 Teachers Chairs, to match desks immediately above, be awarded to the lowest responsible bidder to have met specifications, the Jarmak Company, Salem, Mass., at a price of $16.25 each. On motion by Mr. Fitzgerald, seconded by Mr. Olesen, it was voted to adopt the Assistant Superintendent's recommendation: Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mrs. Ackermann "Absent".

Assistant Superintendent Hockman recommended that a contract for furnishing 20 Teachers Chairs, to match desks immediately above, be awarded to the lowest responsible bidder to have met specifications, the Jarmak Company, Salem, Mass., at a price of $16.25 each. On motion by Mr. Fitzgerald,

Roland LaChance
John Nolan
Joseph Pagliaro
David Goodwin
James Sullivan
Thomas McCarron
Vacancy (1)

BASEBALL

Coach Supervisor
$175 per season
Richard Kelly
Thomas Mullaney
Joseph Colannino
David Goodwin
Richard Maloney
Edward Duffett
James Quinn
Roland Lachance
John Sennott
Thomas McCarron
Richard Curcio
John Murphy

Officials
$175 per season
Richard Calnan
John Hallice
William Dynan
Joseph Bourdean
James Travers

HIGH SCHOOLS
FOOTBALL

Rindge		High & Latin
Edward Pratto, Hd. Coach	$1200	John Noble, Hd. Coach
John Powers, Asst. Coach	600	Richard Fusco, Asst. Coach
George Greenidge, Asst. Coach	600	Peter Budryk, Asst. Coach
		James Coady, Asst. Coach

BASKETBALL

Rindge		High & Latin
Edward Culhane, Hd. Coach	$1000	Paul Lyond, Hd. Coach
Richard Calnan, Asst. Coach	600	John Balfe, Asst. Coach
Robert Richards, Asst. Coach	600	Edward Pratto, Asst. Coach

BASEBALL

Rindge		High & Latin
Lawrence Gibson, Hd. Coach	$1000	James Foley, Hd. Coach
Eugene Zubrinski, Asst. Coach	600	John Caulfield, Asst. Coach
Daniel Gearty, Asst. Coach	600	Bernard Duffy, Asst. Coach

HOCKEY

Rindge		High & Latin
Richard Kelley, Hd. Coach	$1000	James Fitzgerald, Hd. Coach
John C. Powers, Asst. Coach	600	George Boudreau, Asst. Coach

TRACK & CROSS COUNTRY

Rindge		High & Latin
William Reagan, Hd. Coach	$1200	Joseph McDavitt, Hd. Coach
Asst. Coach (vacancy)	600	

GOLF

Rindge		High & Latin
Edward Conrad	$8 per day	James Landrigan

TENNIS

Rindge		High & Latin
Martin Tierney	$8 per day	William Doran

PHYSICIANS

Rindge		High & Latin
Robert Driscoll, M.D.	$1,100	Charles Brusen, M.D.

FACULTY MANAGERS

Rindge		High & Latin
John Terry	$1300	John Reardon

DIRECTOR OF ATHLETICS

Joseph A. Kozlowsky	$1200 per year

GIRLS' ATHLETICS

Marguerite George	$1000 per year
Marie Hyde	$1000 per year

VOCATIONAL SCHOOL FOR BOYS

Basketball—Charles Stead	$350

SWIMMING

Brenda Joyce	$9.50 per day
John J. Murphy Jr.	9.50 per day
Thomas Kenney	9.50 per day
Vacancy	9.50 per day

LOCKER ROOM ATTENDANTS

Timothy F. Carney, Rindge	$5 per day
Maryanne Bergeron, War Memorial	$6 per day
John Toomey, War Memorial	$6 per day
Thomas Mallaney, Harrington	$6 per day
Joseph Bourdeau, Fitzgerald	$6 per day
John Arone, Morse	$6 per day
Edward Duffett, Peabody	$6 per day

Question came on the Superintendent's report of coaches salaries paid in surrounding communities, same having been spread on the minutes of this meeting in regular session. On motion by Mr. Duehay, seconded by Mr. Solomons, that this report be placed on the table.

Question came on a certified civil service list to fill two positions of full-time permanent junior clerk-typists. On motion by Mr. Fitzgerald, seconded by Mr. Olesen it was voted on the following roll-call that the first two names on the list who have signified their intention to accept the position, Mrs. Mary G. Lawson and Miss Eva M. Doucette (presently serving as permanent part-time junior clerks) be appointed permanent full-time junior clerk typists in the Cambridge School Department at a salary of $81.66 per week: Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mrs. Ackermann "Absent".

Petition was received from John B. Arone, teacher in the Boys' Vocational School, requesting that he be granted leave of absence without loss of salary on June 23 & 24, 1966 because of illness. On motion by Mr. Olesen, seconded by Mr. McMahon it was voted to suspend the rules for the purpose of taking action on this petition. On motion by Mr. Olesen, seconded by Mr. McMahon, it was voted on the following roll-call that Mr. Arone by granted leave of absence without loss of salary on June 23 and June 24, 1966 because of illness with the provision that any sums due by reason of insurance be deducted from the salary for the two days' leave of absence: Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mrs. Ackermann "Absent".

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that the After School Center presently at the Thorndike School be transferred to the Putnam School as of July 5, 1966.

On motion by Mr. Solomons, seconded by Mr. McMahon, it was voted on the following roll-call to adopt a recommendation of the Board of Examiners, concurred in by the Superintendent that John G. O'Keefe, teacher at the Peabody School, be appointed Center Supervisor at the Morse School: Mr. Duchay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mrs. Ackermann "Absent".

The Superintendent recommended that the following personnel be approved as eligible for appointment to the Child Development Program, After School Centers Program, School Home Liaison Program, and Cultural Enrichment Program:

CHILD DEVELOPENT PROGRAM

Teachers:
Donna Burke
Ann C. Bergin
Teacher Aides:
Karen Strowme
Karen LaBossiere
Mary C. Harake
Judith B. Robinson
Cheryl R. Hill
Jean M. Cochrone
Jane Graham

AFTER SCHOOL CENTERS PROGRAM

Librarian
Hazel Hawthorne

SCHOOL HOME LIAISON PROGRAM

Home Visitors
Robert H. Eaves
Dorothy A. Holmes
Clerk Typist
Brenda Sullivan

CULTURAL ENRICHMENT PROGRAM

Music Teachers
Anne Wetmore
Teacher Aides
Sheila Coggan
Sharon McIsaac

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to suspend the rules for the purpose of taking action on the foregoing recommendation by the Superintendent. On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to adopt the Superintendent's recommendation.

John A. DeLoria, Architect, presented the following report refurbishing and reactivating the Haggerty School and on motion by Mr. Olesen, seconded by Mr. McMahon, it was voted that this report be placed on the "calendar":

June 28, 1966

Mr. John M. Tobin
Superintendent of Schools
1700 Cambridge Street
Cambridge, Massachusetts.

Dear Mr. Tobin: Re: HAGGERTY SCHOOL

Pursuant to your request I have surveyed the present building and find the entire building in need of general remodeling but structurally sound, floors are out of line and buckled at interior walls, ceilings should be replaced. Corridor should be renovated. Stairs (including treads and hand rails) should be replaced. Walls of corridors and stair cases remodeled. All windows should be replaced with new windows and frames.

In view of the above I would suggest the following items of remodeling and additions showing the approximate cost, making it possible to include or reject the various items arriving at a new cost:

ITEMS OF WORK

Remove and replace present windows and frames	$16,800.00
Remodel all floors 28,500 Sq. Ft.	20,000.00
Hang new ceiling and tile same	15,000.00
Remove and replace stairs, treads and hand rails	3,000.00
Treat class room walls (Painting Tack Board, etc.)	16,000.00
Remodel Corridor Walls 5,658 Sq. Ft.	12,000.00
Redesign Smoke Screens	2,000.00
Treat Stair Walls 1,860 Sq. Ft.	6,840.00
Remove and Replace Exterior Doors and Frames	3,500.00
Remodel Kindergarten	4,000.00
Remodel Library	2,500.00
New Science Room	2,500.00
Music Room	2,000.00
	106,140.00
10% Profit	10,614.00
TOTAL	$116,754.00

Very truly yours,

JAD/ALM JOHN A. DELORIA

On motion by Mr. Duehay, seconded by Mr. Olesen, it was voted that the petition received from Mrs. Marie Sullivan Murphy, teacher at the Morse School on Maternity Leave of Absence, for an extension of Maternity Leave of Absence, be and the same hereby is denied. Mayor Hayes is recorded as voting to grant the petition.

The Superintendent recommended that John D. Creedon, teacher at Rindge Technical School, be granted leave of absence without loss of salary from June 15, 1966 through June 24, 1966 because of serious illness. On motion by Mr. Fitzgerald, seconded by Mr. McMahon, it was voted to suspend the rules for the purpose of taking action on this recommendation. On motion by Mr. Fitzgerald, seconded by Mr. McMahon, it was voted on the following roll-call to adopt the Superintendent's recommendation that John D. Creedon, teacher at Rindge Technical School, be granted leave of absence without loss of salary from June 15, 1966 through June 24, 1966 because of serious illness; except that any money due from insurance shall be deducted from the amount to be paid him: Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mrs. Ackermann "Absent".

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted on the following roll-call to adopt a recommendation of Joseph A. Kozlowsky, Director of Physical Education and Athletic Activities that the medical bills listed below be approved for payment: Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mrs. Ackermann "Absent":

Dr. Norman W. Reinhalter for services to Joseph St. George, hockey, High & Latin.

Dr. George R. Whoriskey for services to Thomas Zukauskas, football, High & Latin.

On motion by Mr. Fitzgerald, seconded by Mr. McMahon, it was voted to suspend the rules for the purpose of taking action on a petition from Thomas R. Romeo, teacher at the High & Latin School, be granted leave of absence without loss of salary from June 7, 1966 through June 24, 1966 because of serious illness; except that any money due from insurance shall be deducted from the amount of salary to be paid to Mr. Romeo: Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mrs. Ackermann "Absent".

On motion by Mr. Fitzgerald, seconded by Mr. Solomons it was voted to suspend the rules for the purpose of taking action on a petition from Chester H. Hall, Jr., teacher in the Art Department requesting leave of absence. On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted on the following roll-call that Chester H. Hall, Jr., teacher in the Art Department, be granted leave of absence without loss of salary from May 16, 1966 through June 3, 1966 because of serious illness; except that any money received or due from insurance shall be deducted from the amount of salary to be paid Mr. Hall: Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mrs. Ackermann "Absent".

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to adopt the Superintendent's recommendation that civil service be requisitioned for a list of persons eligible to fill three positions of permanent part-time junior clerk-typists.

The Superintendent advised the committee that Robert J. Tierney, who has been appointed Teacher of Printing at Rindge Technical School at $5600.00 per year, has petitioned for a review of his starting salary. The superintendent recommended that the starting salary for Mr. Tierney be set at $6400.00 per year. Mr. Fitzgerald objected to action on this matter and the chairman ordered the matter placed on the 'calendar' as required by the rules.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to adopt the Superintendent's recommendation that Paul F. Mahoney be transferred from Master of the Webster School to Master of the M. E. Fitzgerald School, effective Sept. 1, 1966.

There being no objection, the chairman ordered placed on the 'calendar' a motion by Mr. Solomons, seconded by Mr. Duehay, to adopt the Superintendent's recommendation that Donald A. York, being the first name on the Examined List for Elementary Master, be appointed Master of the Webster School, effective September 1, 1966 at a salary of $12,220.00 per year.

Mr. Olesen moved, seconded by Mr. McMahon, that the Superintendent present for approval an applicant for the position of Project Coordinator to fill the vacancy caused by the appointment of Donald A. York, as Master of the Webster School. Objection having been placed against this motion, the chairman ordered the matter placed on the 'calendar'.

Mr. McMahon moved, seconded by Mr. Olesen, that for the purpose of allowing the Faculty Managers at High & Latin School and Rindge Technical School to perform their duties in a more efficient manner, that their teaching program be so arranged that they will be free from teaching duties during the last three periods of each school day. Mr. Solomons objected to action and the chairman ordered the motion placed on the 'calendar' as required by the rules.

On motion by Mr. Duehay, seconded by Mr. McMahon, it was voted to reconvene in regular session.

On motion by Mr. Duehay, seconded by Mr. McMahon it was voted to ratify and affirm the votes taken in executive session.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to adjourn;

ADJOURNED.

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE

(Official Report)

SPECIAL MEETING: Tuesday, July 12, 1966

Members present: Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes.

Mayor Hayes in the chair.

Meeting called for the following purposes by order of Mayor Daniel J. Hayes, Jr.:

1) To consider and act on sites for proposed new school Buildings.
2) To conduct interviews with applicants for the position of Director of Libraries in the Cambridge School Dept.

On motion by Mr. Solomons, seconded by Mr. Olesen, it was voted to convene in executive session for the purpose of conducting interviews with candidates for the position of Director of Libraries.

The committee interviewed Miss Jacqueline Ann Coleman of 23 Irving Terrace, Cambridge, Mass., and Mr. George F. Hickey, Jr., 14 Putnam Road, Billerica, Mass. At the conclusion of the interviews it was voted to reconvene in regular session.

It was unanimously agreed to make part of the minutes the following communication from the City Council:

School Committee
Cambridge, Mass.
Dear Sirs:

At a meeting of the City Council held on July 11, 1966, the Plan E site for the Putnam-Thorndike School was approved by a 6 to 2 vote with one member absent.

Truly yours,
/s/ Thomas M. McNamara
City Clerk

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted that the School Committee disapproves the Plan E site for the proposed Putnam Thorndike School, approved by the City Council at their meeting of July 11, 1966; and, further, the School Committee reaffirms its previous action in the selection of Site D as prepared by Paul Feloney, Architect, for the proposed new Putnam-Thorndike School: Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mrs. Ackermann "Absent."

Mr. Fitzgerald moved, seconded by Mr. Solomons, that in answer to a query received from the City Council, dated May 16, 1966 requesting specific information as to what the School Committee requires to be done at the Haggerty School, the City Manager and City Council be informed that the School Committee requests that this school be completely renovated for the purpose of qualifying it as a K-5 primary school in accordance with an architectural study, at a cost estimated not to exceed $125,000.00. Mr. Olesen objected to action at this meeting and the chair ordered the motion placed on the 'calendar' as required by the rules.

Mr. Duehay moved, seconded by Mr. Solomons, that in order to expedite the matter of the appointment of a Library Director that the rules of the committee be suspended for the purpose of taking action on the Superintendent's recommendation relative to the appointment of a Director of Libraries. On the following roll-call the motion to suspend the rules failed to receive the required five votes: Mr. Duehay, Mr. Fitzgerald, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. McMahon and Mr. Olesen "Present"; Mrs. Ackermann "Absent".

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to adjourn:

ADJOURNED.

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(Official Report)

SPECIAL MEETING: Monday, July 25, 1966

Called by order of His Honor, Mayor Daniel J. Hayes, Jr., in accordance with the Rules of the School Committee for the following purposes:

1. To consider and act on a report of the Sub-Committee on Buildings and Grounds.

2. To consider and act on recommendations for transfer of funds.

3. To consider and act on a motion presented by Mr. Fitzgerald, seconded by Mr. Solomons, at the meeting of July 12, 1966 (action having been postponed by objection of Mr. Olesen) "That in answer to a query received from the City Council dated May 16, 1966 requesting specific information as to what the School Committee requires to be done at the Haggerty School, the City Manager and City Council be informed that the School Committee requests that this school be completely renovated for the purpose of qualifying it as a K-5 primary school in accordance with an architectural study, at a cost estimated not to exceed $125,000.00"

On motion by Mr. Fitzgerald, seconded by Mr. McMahon, it was voted on the following roll-call to accept the report of the Committee on Buildings & Grounds, set forth in its entirety below, and adopt the recommendations contained therein: Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mrs. Ackermann "Absent". On motion by Mr. Olesen, seconded by Mr. McMahon, it was voted to suspend the rules for the purpose of moving reconsideration at this time on the foregoing vote. A motion by Mr. Olesen, seconded by Mr. McMahon to reconsider the vote adopting the report of the Committee on Buildings & Grounds (hoping same would not prevail) failed of adoption:

COMMITTEE ON BUILDINGS & GROUNDS
Meeting of July 25, 1966

Present: Mr. McMahon Chairman, Mr. Duehay, Mr. Fitzgerald, John A. Deloria, Architect.

It was voted to recommend that the Chief of Police be notified of the unusually large amount of window glass broken in the various public school buildings and request that he instruct police officers to take particular observation of school buildings in their usual tour of duty and further that he have his department make an investigation of this vandalism.

A communication addressed to the Superintendent of Schools from the Assistant City Manager was presented, advising that the Commissioner of Public Works has checked into the matter of defective ceilings at the Harrington School and that he is unable to correct the problem with his personnel and suggesting that some other arrangements be made to have these ceilings corrected.

Your committee on Buildings & Grounds have had many complaints about the poor workmanship in the construction of the Harrington School and we are now confronted with another example of this inferior work as outlined in the foregoing communication from the Assistant City Manager. Your committee recommends that the City Manager be asked to take action for reimbursement to the city for damages under the contract for construction of this building; and, further, that the City Manager, the Superintendent of Buildings and the Chief Custodian for the School Department inspect all the ceilings in the Harrington School and submit their report to the committee on Buildings & Grounds as soon as possible in order that the necessary repairs may be made before the opening of school in September.

It was voted to recommend that the City Manager be requested to have the City Electrician install three lights on the roof of the present Haggerty School building to illuminate the area in front of the two main entrances to the building and one to illuminate the section of the building facing the playground, said lights to be of the non-breakable type.

It was voted to recommend that all bids received for installation of metal compartments in the boy's lavatory at High & Latin School be rejected and the project be readvertised.

It was voted to recommend that a contract for alterations to Guidance Offices and corridor in auditorium at High & Latin School be awarded to the only bidder, the Ideal Construction Company of Boston at a total price of $9,876.00. In connection with this award the following letter was received from John A. DeLoria, Architect:

Cambridge School Committee
Cambridge, Mass.

July 13, 1966

Gentlemen:

Please be advised that of the eight firms invited to bid on the work for the alterations for guidance offices and corridors at the Cambridge High & Latin School we received only one bid, namely the Ideal Construction Company of 381 Congress Street, Boston, in the amount of $9,876.00. I wish to call your attention to the fact that this firm has qualified their bid. Their bid does not include any architectural veneer or vinal wall coverings. They have done this for the purpose of taking the third selection of finishing the work of the partitions which is painting. This particular firm called me and inquired about the words "Veneer and Final Wall Coverings" and I informed them that they could do either one of the three suggested methods. They have included the painting on Page 3, Paragraph 7 of the specifications which calls for one coat of sheetrock sealer and one coat of U.S. gymsum Grand Prize paint applied in accordance with the manufacturer's directions. I consider the Ideal Construction Company, Inc., a reputable firm and I am of the opinion that their bid is reasonable.

Very truly yours,
/s/ John A. DeLoria

It was voted to recommend that a contract for alterations to shower and locker rooms at Rindge Technical School be awarded to the lowest responsible bidder, Ronal Corporation, 43 Ravine Rd., Stoneham, Mass., at a total price of $63,504.00.

It was voted to recommend that the City Electrician be asked to report to your sub-committee listing the public school buildings which have already had the fire detection system installed and also an estimate as to when this project will be completed.

It was voted to recommend that the Chief Custodian be instructed to take the necessary steps to have the front entrance to the School Committee and School Department offices repainted.

Respectfully submitted,

EDWARD M. McMAHON
Chairman

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted on the following roll-call to adopt a recommendation of the Business Manager, concurred in by the Superintendent that, for the purpose of providing funds to cover agreement entered into between the School Committee and Educational Services Incorporated at a Special Meeting of the School Committee held on March 29, 1966, in addition to sums previously appropriated to Schedule B-39 Services Not Otherwise Coded, a sum of $8,400.00 be appropriated to Schedule B-39 Services Not Otherwise Coded, said sum to be provided by transfer from Schedule A-2 Temporary Employees (Summer School): Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Olesen voting "Nay"; Mrs. Ackermann "Absent". On motion by Mr. Solomons seconded by Mr. Duehay, it was voted to suspend the rules for the purpose of moving reconsideration at this time, of the vote adopting the Business Manager's recommendation. A motion by Mr. Solomons, seconded by Mr. Duehay, to reconsider the foregoing vote adopting the Business Manager's recommendation, hoping same would not prevail, failed of adoption.

Question came on a motion presented by Mr. Fitzgerald, seconded by Mr. Solomons, at the meeting of July 12, 1966 (action having been postponed by objection of Mr. Olesen) "That in answer to a query received from the City Council dated May 16, 1966 requesting specific information as to what the School Committee requires to be done at the Haggerty School, the City Manager and City Council be informed that the School Committee requests that this school be completely renovated for the purpose of qualifying it as a K-5 primary school in accordance with an architectural study, at a cost estimated not to exceed $125,000.00". Mr. Olesen moved to amend the foregoing motion by substituting therefore a motion that a new Haggerty School be built on the Glacken Field Site. Mr. McMahon seconded the substitute motion. Mr. Olesen objected to action on the substitute motion at this meeting and the chair ordered the matter placed on the "calendar" as required by the rules.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to suspend the rules for the purpose of taking action on a notice filed by Mr. Gustave M. Solomons, acting in accordance with the rules of the School Committee, of his intention to move reconsideration of a vote taken at the meeting of June 21, 1966.

Mr. Solomons moved, seconded by Mr. Duehay to reconsider the vote taken at the meeting of June 21, 1966, adopting the following motion:

> "Voted: That the City Manager be instructed to disregard previous instructions pertaining to Russell, Haggerty and Fitzgerald Schools and to consider the following to be the will of the School Committee or a majority thereof:

"Haggerty School. An addition to the present plant to contain a combination auditorium and gymnasium; and if required, a science room, a library, a language laboratory and a cafeteria.

"Russell School. An addition to the present plant to contain a cafeteria; and if required a combination auditorium and gymnasium; a science room; a library, a language laboratory.

"Fitzgerald School. Eight new classrooms added to the present new addition."

On the following roll-call it was voted to adopt Mr. Solomons' motion to reconsider: Mr. Duehay, Mr. Fitzgerald, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. McMahon, and Mr. Olesen voting "Nay"; Mrs. Ackermann "Absent". On the recurring question it was voted on the following roll-call to adopt a motion by Mr. Duehay, seconded by Mr. Solomons that the main motion relating to the Haggerty, Russell and Fitzgerald Schools, be placed on file: Mr. Duehay, Mr. Fitzgerald, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. McMahon and Mr. Olesen voting "Nay"; Mrs. Ackermann "absent".

On motion by Mr. Olesen, seconded by Mr. Solomons it was voted to adjourn;

ADJOURNED.

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(Official Report)

REGULAR MEETING Tuesday, September 6, 1966

Members present: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes.
Mayor Hayes in the chair.

Having filed notice as required by the rules of the School Committee, Mr. Duehay moved reconsideration of the vote taken at the meeting of June 21, 1966 adopting a proposed amendment to the Teachers' Salary Schedule "That all teachers in the Cambridge School Department with a Bachelor's degree and 25 years' experience (except teachers with two Bachelor degrees) shall receive the equivalency of a Master's degree for salary purposes only, effective Sept. 1, 1966." Mr. Solomons seconded the motion "to reconsider". On the following roll-call it was voted to reconsider the vote adopting the proposed amendment to the rules: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Solomons voting "Yea"; Mr. McMahon, Mr. Olesen and Mayor Hayes voting "Nay". On the recurring question it was voted on motion by Mr. Fitzgerald, seconded by Mr. Duehay, to lay the motion amending the rules, on the table.

On motion by Mr. Solomons, seconded by Mr. Olesen, it was voted that the minutes of the regular meetings of June 21, June 29, special meeting of June 14, July 12 and July 25, 1966 be approved.

On motion by Mrs. Ackermann, seconded by Mr. Fitzgerald it was voted to accept with pleasure an invitation to attend the 18th Annual Installation of Officers of the Marsh Post, American Legion, on September 10, 1966 at 8 p.m.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to accept with pleasure an invitation to attend the Joint Installation of Officers of the Francis P. Sullivan Post, American Legion, on September 10 at 7 p.m.

On motion by Mr. Solomons, seconded by Mr. McMahon, it was voted to place on file a communication from Assistant Superintendent of Schools David Hockman, thanking the committee for their kind expression of sympathy on the death of Mrs. Hockman.

The following report on Fire Detection Systems in school buildings was received from Wm. H. Crocker, City Electrician and on motion by Mr. Solomons it was voted that this report be referred to the Committee on Buildings & Grounds for action on the schools not now having automatic fire detection systems:

To Mr. Edward J. O'Connell Date August 12, 1966
Secretary of the School Committee

From William M. Crocker, City Electrician Reference
Subject Fire detection systems in school buildings

Sir:

In answer to your letter of August 9, 1966, all schools in Cambridge have direct master box connections to Fire Alarm headquarters, which means the activation of any manual station sounds an alarm to which the Fire Department responds. The Abraham Lincoln, High and Latin, Longfellow, Rindge Tech and Roberts Schools do not have automatic detection, but, as mentioned above, have manual stations. All other schools have automatic detection in varying degrees. In all cases of those having the automatic detection, the areas such as boiler rooms, corridors, attics and some storerooms, are protected.

The Lincoln, Roberts, Longfellow and Rindge Tech Schools systems will have to be replaced in their entirety to obtain automatic detection. The Electrical Department will be glad to make the replacements if funds are available.

When this project was first started, its object was to obtain a direct connection with basic protection from every school to the Fire Department. This has been accomplished.

It is my opinion that at this stage the Fire Department should be consulted as to the amount of coverage they feel is necessary.

Automatic detection is a matter of evaluation of the risks involved, taking into consideration building construction, safety of pupils and other variables, one of which could be "is the building used for other purposes, and does it add to the risk?"

The Electrical Department will be available to assist the Fire Department if necessary and also to perform the work if it can be apportioned in a manner to fit our schedule.

I will be available to further explain or expand on this communication, if necessary.

Sincerely yours,
William H. Crocker
City Electrician

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to make part of the records the following communication from the City Manager:

Cambridge School Committee
Cambridge, Mass.

August 17, 1966

Dear Sirs and Madam:

As per order of the School Committee, I visited the Harrington School in company with Mr. Fitzgerald, Chief Custodian of the Cambridge Public Schools, and Mr. Sprague, Building Superintendent.

I find that the steel strapping supporting the ceiling in two light ducts failed causing the ceiling to sag and collapse in a small area. This has been repaired by the School Department under the direction of Mr. Fitzgerald.

It is my understanding that the Harrington School was accepted by the City and the School Committee on July 30, 1960. By virtue of the contract any defects appearing one year after the date of acceptance are nonactionable.

Very truly yours,
s/ Joseph A. DeGuglielmo
City Manager

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted to make part of the minutes the following communication from Senator Leverett Saltonstall:

Edward O'Connell, Secretary
School Committee
Cambridge, Mass.

July 1, 1966

Dear Sir:

I appreciate your comments on prayers in the public schools. I have cosponsored Senator Dirksen's resolution in the Senate because I believe that prayers should be permitted in public schools and colleges just as they are in both Houses of Congress. I do want to be sure that any legislation will protect the rights of every citizen.

Sincerely,
s/ Leverett Saltonstall
United States Senator

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted that the resignation of William J. Reagan, as head coach of Track at Rindge Technical School, be accepted with regret, effective at the time his successor is chosen.

SUPERINTENDENT OF SCHOOLS

On motion by Mr. Solomons, seconded by Mrs. Ackermann it was voted to adopt the Superintendent's recommendation that the following school calendar be adopted for the school year 1966-1967:

First Term:	September 8, 1966 to December 23, 1966	73 days
Second Term:	January 3, 1967 to February 17, 1967	36 days
Third Term:	February 27, 1967 to April 14, 1967	37 days
Fourth Term:	April 24, 1967 to June 23, 1967	39 days
1967-1967		
First Term:	September 7, 1967 to December 22, 1967.	

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to suspend the regular order of business for the purpose of hearing Dr. Samuel Hirsh, Drama Editor of the Boston Herald, relative to using the facilities of the Cambridge High & Latin School Auditorium to present three plays of Shakespeare for the cultural enrichment of greater Boston students and adults. At the conclusion of the hearing it was voted to adopt a motion by Mr. Solomons, seconded by Mr. Olesen that the Cambridge School Committee endorse the Herald-Traveler Repertory of Classical Drama program of a ten week season of three plays of Shakespeare for the cultural enrichment of greater Boston students and adults; and, further, that permission be granted the Boston Herald-Traveler Repertory of Classical Drama to use the facilities of the Cambridge High & Latin School Auditorium to present five matinees each week and two evening performances for adults on Friday and Saturday each week from Nov. 8 through December 10, 1966 to present these plays. The rules having been again suspended, a motion to reconsider the foregoing vote, hoping same would not prevail, failed of adoption.

On motion by Mrs. Ackermann, seconded by Mr. Duehay, it was voted on the following roll-call to adopt a recommendation of the Business Manager, concurred in by the Superintendent, that in addition to sums previously appropriated, that a sum of $400.00 be appropriated to Schedule B-2 Postage, said sum to be provided by transfer from Revolving Account PL874. Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. McMahon "Absent".

On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted to adopt the Superintendent's recommendation that civil service be requisitioned for a list of persons eligible to fill one position of Cashier for the Harrington School Cafeteria, to fill a vacancy caused by the resignation of Mary P. Flynn who resigned March 25, 1966.

Having filed the required application, it was voted on motion by Mr. Solomons, seconded by Mrs. Ackermann, to adopt the Superintendent's recommendation that Mrs. Margaret (Tierney) Wheeler be granted Maternity Leave of Absence in accordance with the rules of the School Committee, effective September 1, 1966 to September 1, 1968.

The Superintendent reported the marriage of Carolyn J. Salto, teacher at High & Latin School, to Donald J. DeMita, and her name will now appear on our records as Carolyn DeMita; of Ann Young, teacher at the Harrington School, to Joel I. Shulman and her name will now appear on our records as Ann Shulman; of Louise E. Terry, teacher at the Fletcher School, to James P. Hynes and her name will now appear on our records as Louise Hynes; of Carolyn Watts, teacher at the Harrington School to Daniel K. Murphy, and her name will now appear on our records as Carolyn Murphy; of Patricia J. Roh, teacher at the Russell School, to Wilbert H. Aldrich and her name will now appear on our records as Patricia Aldrich; of Elaine Daniels, teacher at the Webster School, to Donald Snider, and her name will now appear on our records as Elaine Snider.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to accept the following resignations of teachers; all effective September 1, 1966:

High & Latin — Anne K. Donahue
Rindge Technical — H. Livingston Bromberg
Russell School — Barbara E. Underwood
Russell School — Mary H. O'Leary
Russell School — Carol T. Snider
Bureau-Pupil Services — Robert D. Sullivan
Roberts School — Kevin A. Clifford
Morse School — Carole Lee Basile
M. E. Fitzgerald — Mary Lally Thompson
Rindge Technical — William Quirk
Peabody School — Ann M. (Flaherty) Patterson
Morse School — Mary S. Sayers
High & Latin — Sara Sanborn

On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that Gerald F. Shea, Jr., teacher in the Bureau of Pupil Services, be granted Military Leave of Absence without loss of salary from September 1, 1966 through September 10, 1966.

There being no objection, the chairman ordered placed on file a communication from the Work Experience Program thanking the committee for the use of the facilities at the Girls Vocational School during the summer months.

A communication was presented from the Cambridge Electric Light Company requesting the Superintendent to arrange for the selection from the Cambridge School System of one teacher and two high school science students from the junior or senior class to be their guests for the Eighth Annual Youth Conference On The Atom. The Superintendent recommended that this very generous offer of the Cambridge Electric Light Company be accepted and a letter of appreciation be forwarded to the company. On motion by Mrs. Ackermann, seconded by Mr. Solomons it was voted that the Superintendent's recommendation be accepted.

Conforming to an order of the School Committee, the Superintendent reported that he has again reviewed the feasibility of providing mobile facilities for a hot lunch program for those schools presently lacking this advantage. Again, after study, the Superintendent does not believe that any such program can be effectively carried out during this school year for the same reasons advanced in previous reports all of which are based upon a study in depth June 1964. It is the Superintendent's intent, however, to explore the possibility of having appropriate facilities, including a central kitchen, established in one of the new schools presently projected that a hot lunch program can be operational for all children in the near future. On motion by Mr. Olesen, seconded by Mr. Solomons it was voted that the Superintendent's report be adopted and transmitted to the City Council and City Manager.

Conforming to an order that he study and recommend relative to a proposed amendment to the rules by striking out in Sec. 13, Chap. VIII entitled "Resignation" the words "Thirty Days" and inserting in place thereof the words "Thirty School days" the Superintendent reported that he is unable to find any precedent among neighboring school systems to make this change. Since most resignations are for valid reasons or are in the best interest of the school system, the Superintendent, therefore, does not recommend the above change. On motion by Mr. Solomons seconded by Mrs. Ackermann it was voted to accept the Superintendent's report.

Conforming to an order that he report on the proposed amendment to the Teachers' Salary Schedule that "One year of teaching experience is required for initial appointment. One step on the salary schedule is allowed for each year of teaching experience beyond the initial step, up to ten (10) steps — no fractional part of year is considered" the Superintendent reported that he does not recommend any change in the present rule for the following reasons:

1. The proposal placed too great a premium on experience.

2. The probability that this plan would eliminate provisional teachers who bring to this system new ideas and latest methodology.

3. The cost would be a budget factor. (The Superintendent wants quality in teaching just as do the members of the committee but the Superintendent also believes in prudent administration.)

4. Administrative problems would result for adjustments for present staff members would be necessary or an inequity would be created which would cause a serious problem in the morale of the staff.

5. In-service training would be reduced, for teachers on maximum are not as likely in our experience to take courses along the guide lines established by the Staff Council and approved by the School Committee as are teachers advancing on the salary schedule.

On motion by Mrs. Ackermann it was voted to adopt the foregoing report.

Conforming to an order that he draw up, for the consideration of the School Committee, a policy statement on appointment and tenure of members of the Staff Council on Personnel Development, the Superintendent presented the following report and on motion by Mrs. Ackermann, seconded by Mr. Solomons it was voted that this report be placed on the "calendar".

August 30, 1966

ORDERED: IN SCHOOL COMMITTEE, 4 January, 1966:

That the Superintendent draw up, for the consideration of the School Committee, a policy statement on appointment and tenure of members of the Staff Council on Personnel Development.

The Staff Council on Personnel Development was appointed by the Cambridge School Committee upon recommendation of the Superintendent of Schools on April 21, 1947. Its original membership was composed of seven teachers and administrators, the majority of whom were elected by the teachers. Three were selected by the Superintendent. The Assistant Superintendent served in an ex officio capacity as the eighth member. The following groups were represented in this initial organization.

Elementary women teachers
Elementary men teachers
Elementary masters
Cambridge Latin women teachers
Cambridge Latin men teachers
Rindge Technical School Teachers
Special Service Teachers

As resignations and retirements occurred, the Superintendent has recommended to the School Committee replacements maintaining the above representation.

The present Staff Council is composed of:

Miss Regina Key of the Houghton School representing Elementary women teachers.

Mr. Theodore Wayne of the Peabody School representing Elementary men teachers.

Mr. John Sullivan of the Harrington School representing Elementary masters.

Miss Esther McDonald of Cambridge High and Latin School representing Secondary women teachers.

Mr. Edward Crawley representing the Rindge Technical School.

Miss Ruth Boland representing Special Services.

Mr. Albert Sateriale ably represented the Men teachers of Cambridge High and Latin School for many years. A recommendation for his successor will soon be made by the Superintendent for the consideration of the School Committee.

From the outset it has been the Superintendent's intent to make certain that each group within the professional staff has representation that problems unique to that group could be intelligently presented and discussed. It is the Superintendent's belief that the success of the Staff Council over the years has been due to this planned representation and to the caliber of the members so designated.

There is no definite term for a person to serve on the Staff Council. Change of assignment or personal reasons as well as resignation do result in change. The membership is informally polled by the Chairman each year to ascertain the desire of any to be relieved of the assignment. Since membership on the Council is an honor, no such request has been received. The Superintendent would also like to point out that he has not had one complaint from any teacher about the quality of the personnel of the Staff Council. Since this body necessarily has to make difficult decisions, many times negatives as to a teacher's request, this is a remarkable record. The Superintendent recommends the continuation of this policy.

John M. Tobin
Superintendent of Schools

Conforming to an order that he study and report on a request from the Peabody PTA inquiring as to what plans the School Committee has for handling the overcrowding in grades 1 through 5 at the Peabody School, the Superintendent presented the following report and on motion by Mr. Solomons, seconded by Mr. Duehay it was voted to accept the Superintendent's report with the provision that the Superintendent report further by the second meeting in September 1966:

August 30, 1966

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE:

Referred to the Superintendent for study and report request from Peabody P.T.A. inquiring as to what plans the School Committee has for handling the overcrowding in grades 1-5 at Peabody.

The Superintendent reviews enrollment figures constantly that class size does not exceed the limitations established by the School Committee. This policy was followed at the Peabody School and all other schools. At no time during the school year 1965-1966 did any class at the Peabody exceed 34 pupils. Moreover, for grades 2 and 3 an extra teacher was assigned that small groups — 6 to 9 in size — might receive additional assistance particularly in reading. This will continue.

Since the projected enrollment for September 1966 shows that each section of grades 2, 3, and 4 will have 30-32 pupils, no new registrations will be accepted from the optional areas.

Permits to allow children in Peabody area to attend other schools will be issued by the Superintendent to parents so requesting.

The Superintendent would be remiss if in passing he did not mention to the Committee that the situation at the Peabody was not as critical as in some other schools during this past year, particularly at the M. E. Fitzgerald and the Putnam Schools.

The Superintendent will continue to observe all school enrollments during this coming year to make certain whenever possible that class size does not exceed the School Committee limitation.

John M. Tobin
Superintendent of Schools

REPORTS OF COMMITTEES

On motion by Mr. McMahon, seconded by Mr. Duehay, it was voted that the following reports of the Committee on Buildings & Grounds be accepted and the recommendations contained therein be adopted: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

Committee on Buildings & Grounds
Meeting of August 11, 1966

Present Mr. McMahon, Chairman
Mr. Duehay
Mr. Fitzgerald

It was voted to recommend approval of the Chief Custodian's recommendation that George Hannafin be designated Junior Building Custodian-emergency On-Call and that he receive a stipend of $700.00 over and above his present salary as Junior Building Custodian, subject to approval by Civil Service, said increment to be in effect while he is on this emergency basis.

Respectfully submitted
/s/ Edward M. McMahon, Chairman

Committee on Buildings & Grounds
Meeting of Sept. 6, 1966

Present: Mr. McMahon, Chairman
Mr. Duehay
Mr. Fitzgerald

It was voted to recommend an award of a contract to Ronal Corporation for installing ceramic tile in the shower room of the Rindge Technical School building at a total price of $944.35.

It was voted to recommend that a contract be awarded the lowest responsible bidder, R. H. Pierce Company, Boston, for the installation of metal partitions in the boys' lavatories at the High & Latin School at a total price of $1,211.00.

Respectfully submitted,
/s/ Edward M. McMahon, Chairman

On motion by Mr. Olesen, seconded by Mr. McMahon, it was voted to suspend the rules for the purpose of moving reconsideration of the foregoing votes. A motion to reconsider the foregoing vote, hoping same would not prevail, failed of adoption.

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Calendar:

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to place on the table the Superintendent's report, spread in the minutes of the meeting of June 29, 1966) as to how many students in the secondary schools will be in need of individual speech therapy next September and the steps to be taken to provide this therapy, and that the Superintendent present a further report after the opening of school.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that the report from John A. DeLoria, Architect, be considered at the same time a motion relative to refurbishing the Haggerty School is under consideration.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the Superintendent's recommendation, presented at the meeting of June 29, 1966 That the beginning salary for Robert J. Tierney, appointed teacher of printing at Rindge Technical School effective September 1966, be established at $6400.00 per year. Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea". The rules having been suspended, a motion to reconsider the foregoing vote, hoping same would not prevail, failed of adoption.

On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the Superintendent's recommendation, presented at the meeting of June 29, 1966 That Donald A. York, being the first name on the examined list for Elementary Master, be appointed Master of the Webster School, effective September 1, 1966 at a salary of $12,200.00 per year: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. McMahon, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea". The rules having been suspended, a motion by Mr. Olesen, seconded by Mr. Solomons, to reconsider the foregoing vote, hoping same would not prevail, failed of adoption.

Question came on a motion by Mr. Olesen, seconded by Mr. McMahon, presented at the meeting of June 29, 1966 "That the Superintendent present for approval the name of an applicant for the position of Project Coordinator to fill the vacancy caused by the appointment of Donald A. York as Master of the Webster School." The Superintendent recommended that this motion be referred to him for study. On motion by Mr. Solomons, seconded by Mr. McMahon, it was voted that the motion be referred to the Superintendent for study and report.

Mr. McMahon asked and received unanimous consent to withdraw a motion presented at the meeting of June 29, 1966 that the teaching program for Faculty Managers be so arranged that they will be free from teaching duties during the last three periods of each school day.

Question came on a motion presented by Mr. Fitzgerald, seconded by Mr. Solomons, "That in answer to a query received from the City Council dated May 16, 1966 requesting specific information as to what the School Committee requires to be done at the Haggerty School, the City Manager and City Council be informed that the School Committee requests that this school be completely renovated for the purpose of qualifying it as a K-5 primary school in accordance with an architectural study, at a cost estimated not to exceed $125,000.00" and on a substitute motion by Mr. Olesen, seconded by Mr. McMahon "That a new Haggerty School be built on the Glacken Field Site." On the following roll-call the substitute motion failed of adoption. Mr. Olesen voting "Yea"; Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Solomons and Mayor Hayes voting "Nay"; Mr. McMahon "Absent". On the following roll-call it was then voted to adopt the main motion as presented by Mr. Fitzgerald. Mr. Duehay, Mr. Fitzgerald, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Olesen voting "Nay"; Mrs. Ackermann "Present"; Mr. McMahon "Absent."

Tabled Matters:

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to take from the table the Superintendent's recommendation that Charles W. Adams be appointed to the position of Director of Libraries at a salary of $12,200.00 per year, effective September 1, 1966. Mr. Duehay moved, seconded by Mrs. Ackermann that the Superintendent's recommendation be adopted. A substitute motion by Mr. Olesen, seconded by Mr. Solomons "That the Superintendent's recommendation of Charles W. Adams for appointment to the position of Director of Libraries be referred back to the Superintendent for further study and that he reexamine the qualifications of Jacqualine Ann Coleman, candidate for the position of Director of Libraries" failed of adoption. On the following roll-call Mr. Duehay's motion, seconded by Mrs. Ackermann to adopt the Superintendent's recommendation that Mr. Adams be appointed Director of Libraries, failed of adoption on the following roll-call: Mrs. Ackermann, Mr. Duehay and Mayor Hayes voting "Yea"; Mr. Fitzgerald and Mr. Olesen voting "Nay"; Mr. Solomons "Present"; Mr. McMahon "Absent".

On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted to convene in executive session.

It was voted to reconvene in regular session.

Mr. Duehay moved that the Superintendent, the Secretary of the School Committee and members of the School Committee be authorized to attend the second annual conference of the Mass. Association of School Superintendents and the Mass. Association of School Committees on October 5-8 at West Harwich, Mass., at a cost not to exceed $75.00 per person. There being no objection the chairman ordered the motion placed on the 'calendar'.

On motion by Mr. Duehay, seconded by Mr. Olesen, it was voted to adjourn;

ADJOURNED.

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(Official Report)

Tuesday, September 20, 1966

Regular Meeting:

Members present: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Olesen, Mr. Solomons and Mayor Hayes.

Mayor Hayes in the chair.

It was unanimously agreed to suspend the regular order of business and that the matter of 'reconsideration of votes' be taken up later in the meeting after a short recess.

On motion by Mr. Solomons it was voted (seconded by Mr. Fitzgerald) that the minutes of the meeting of September 6, 1966 be approved as presented.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons it was voted to accept the resignation of Mrs. Mary Ann LaRosa, permanent part-time junior clerk-typist, assigned to the High & Latin School.

On motion by Mr. Fitzgerald, seconded by Mrs. Ackermann, it was voted to place on file a communication from the Cambridge Teachers' Association relative to longevity stipend, and that a copy of the communication be sent to each member.

SUPERINTENDENT OF SCHOOLS
(Reports and Recommendations)

There being no objection, the chairman ordered placed on the 'calendar' bids received for furnishing musical instruments, electrical distribution system and electronics laboratory benches and turrets.

On motion by Mr. Solomons, seconded by Mr. Olesen, it was voted that the Director of Music be invited to appear before the School Committee at the next regular meeting for the purpose of discussing the matter of new band uniforms for the combined High & Latin and Rindge Technical Schools.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that the resignation of Sara Sanborn, teacher at the High & Latin School, be accepted.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to adopt the Superintendent's recommendation that the following teachers be transferred as indicated:

Teacher	Transferred from	Transferred to	Rank	Effect
Elizabeth S. Kurosaka	Longfellow (Special)	Thorndike (Trainable Readiness)	Teacher	Sept. 8
Judith Mullins	Longfellow (Readiness Special)	Webster (Readiness Special)	Teacher	Sept. 8
Margaret V. Wagner	Thorndike (Special)	Longefellow (Junior Opportunity)	Teacher	Sept. 8
Richard T. Kelley	Elem. Science	Thorndike, Gr. 8	Teacher	Sept. 8
Albert J. Brooks	Thorndike, Gr. 8	Roberts, Gr. 6	Teacher	Sept. 8
Helen M. McGonagle	Fitzgerald, Gr. 8	Peabody, AT Gr. 8	Teacher	Sept. 8

The Superintendent reported the marriage of Camille M. Bonacci, teacher at the Longfellow School to Francis E. Maguire, Jr., and that her name will now appear on Our records as Camille M. Maguire; of Catherine M. Kelliher, teacher at the Houghton School to John M. Cotter, and her name will now appear on Our records as Catherine M. Cotter; of Sophia Mitropoulos, teacher at the Longfellow School, to Paul H. Comins, Jr., and her name will now appear on Our records as Sophia Comins; of Susan L. Shuman, teacher in the Bureau of Pupil Services, to Steven H. Weiner and her name will now appear on our records as Susan L. Weiner; of Mary Ann Frisoli, teacher at the High & Latin School, to Daniel E. Morganti, and her name will now appear on our records as Mary Ann Morganti; of Carol A. Ardito, teacher in the Bureau of Pupil Services, to Dr. Philip P. Amato, and her name will now appear on our records as Carol A. Amato.

On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted that the teachers named in the following report from the Staff Council on Personnel Development as recipients of Master's degree be placed on the Teachers' Salary Schedule-Master Degree, as provided under the rules:

September 16, 1966

Mr. John M. Tobin
Superintendent of Schools
Cambridge, Massachusetts

Dear Mr. Tobin:

The Staff Council on Personnel Development has received certification that Master Degrees have been granted to the teachers listed below by the following colleges:

From STATE COLLEGE AT BOSTON — on June 4, 1966

Anne K. Donahue	Cambridge High and Latin School	Master of Education
James P. Culhane	Rindge Technical School	Master of Education
Warren G. Ferzoco	Rindge Technical School	Master of Education
John C. Powers	M. E. Fitzgerald School	Master of Education
Arlene Brown	Fletcher School	Master of Education
John J. Hallice	Haggerty School	Master of Education
John M. Clarke	Harrington School	Master of Education
Peter F. Colleary	Peabody School	Master of Education
Daniel J. Gearty	Putnam School	Master of Education
Joan M. Serino	Russell School	Master of Education

From SUFFOLK UNIVERSITY — on June 12, 1966

John P. Sennott	Rindge Technical School	Master of Arts in Education

From INDIANA UNIVERSITY — on June 13, 1966

Marilyn Closson Pizer	Cambridge High and Latin School	Master of Arts for Teachers

From STATE COLLEGE AT BOSTON — on August 12, 1966

Patricia Murphy	Cambridge High and Latin School	Master of Education
Katherine S. O'Sullivan	Cambridge High and Latin School	Master of Education
Thomas R. Scalese	M. E. Fitzgerald School	Master of Education
Myra H. Drooker	Harrington School	Master of Education

Peter Nelligan	Lincoln School	Master of Education
Thomas F. McCarron	Putnam School	Master of Education
John W. Jordan	Roberts School	Master of Education
Alice C. Wadden	Thorndike School	Master of Education
Elenore M. Parker	Webster School	Master of Education
Edward J. Fratto	Physical Education Department	Master of Education
John P. Murphy	Physical Education Department	Master of Education

SHOP TEACHERS ON TENURE — Equivalency as of September 1, 1966

Edward J. Conrad	Rindge Technical School
Angelo J. Kaltses	Rindge Technical School
Mitchell J. Sartanowics	Rindge Technical School

The Staff Council officially recognizes these certifications and will keep them on file in the teachers' record folders.

Kindly make a note of change of status on the above-named teachers' records in your office.

Yours very truly,

STAFF COUNCIL

Edward A. Conley

Chairman

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that Evening High School, Rindge Evening Industrial School, Evening Elementary School and Americanization Classes be reopened on Tuesday, October 18, 1966.

On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted to adopt the Superintendent's recommendation that, due to illness, the following teachers be excused from reporting on the opening day of school, Thursday, Sept. 8, 1966:

John D. Creedon, Rindge Technical School
Mary C. Blessington, Webster School
Roselyn L. Gray, M. E. Fitzgerald School
Barbara L. Crosby, M. E. Fitzgerald School.

The Staff Council on Personnel Development presented a report of teachers who have earned the required increment credits and are eligible to receive salary increments in accordance with the rules of the School Committee. On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that the report be approved and the recommendations contained therein adopted, except for those whose names appear in the report but have resigned subsequent to the completion of this report: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. McMahon "Absent".

The Superintendent reported that there are over one hundred applications from pupils to join the English Speaking Classes for Foreigners which have been established in the Longfellow School and Harrington School. Attendance in these classes should be between 16 and 20 pupils. This large increase is due to the change in the Emigration Laws which abolishes the quota system. As a result we shall continue to have a large number of non-English speaking pupils who desire to learn English as quickly as possible. The Superintendent recommended these special classes be established in the Agassiz School and the Thorndike School. The Superintendent further recommended that pupils in these classes ad the Longfellow and Harrington Schools attend half a day and be placed in the class rooms for observation for the school session. This will enable us to have extra sessions in the afternoon in the Harrington School and Longfellow School with two experienced teachers. On motion by Mrs. Ackermann, seconded by Mr. Solomons it was voted to adopt the Superintendent's recommendation.

REPORTS OF COMMITTEES

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted that the following report of the Committee on Buildings & Grounds be accepted and the recommendations contained therein be adopted:

COMMITTEE ON BUILDINGS & GROUNDS

Meeting of Sept. 19, 1966

Present: Mr. Fitzgerald, Acting Chairman

Mr. Duehay

Jordan A. Berman of Jordan A. Berman Associates, Interior Designers

Asst. Superintendent of Schools David A. Hockman.

Your committee examined several designs presented by Mr. Jordan Berman for the refurbishing and modernizing of the School Department offices and School Committee quarters. Mr. Berman will very shortly present to your committee working drawings to accomplish a more efficient layout for these offices and he will then be present at a meeting of the School Committee to discuss the plans and specifications with the full committee in order to prepare the project for bidding.

In view of the many complaints being received with respect to the neglected and unsightly conditions of the play areas and park land surrounding our school buildings, your committee recommends that the School Committee request the City Manager, the Public Works Department and the Recreation Department to furnish your subcommittee with a program of maintenance and upkeep responsibilities each of the several departments exercise over these facilities, said report to include work schedules for caretakers assigned to these areas; and, further, that this report be presented to the sub-committee on Buildings & Grounds on or before October 15, 1966. It is also recommended that representatives of these several departments above mentioned be requested to meet with the sub-committee on Buildings & Grounds at a time convenient to all parties.

It was voted to recommend that the Chief of the Fire Department (or his representative) and City Electrician William Crocker, be requested to meet with the subcommittee on Buildings & Grounds on Tuesday, September 27 for the purpose of discussing the report of the City Electrician relative to the installation of fire detection systems in public school buildings which have not had this system installed.

The following reports of breaking & entering and theft have been received by your sub-committee:

> On the weekend of August 14 thieves broke the window in the Home Economics Room, entered the Cafeteria where they stole a Stromberg-Carlson amplifier. Then, they proceeded to the auditorium where they stole another Stromberg-Carlson Amplifier. On August 16 thieves again scaled the wall to

the roof where they stole two loud speakers on the inner court side. They then broke a window in the main office and attempted, but did not succeed, in removing the amplifier governing the P.A. system. Approximate damage was $800.00 to $1,000.00. s/s John J. Sullivan, Master - Harrington school.

On Thursday, September 8, 1966 I discovered that the sound amplifier (Stromberg-Carlson Model) was missing from the wall on the stage. s/s Edward Martin, Sr. Custodian - Fitzgerald School.

I am reporting that a portable TV, RCA Victor 19" KF185J is missing from the Putnam School. This loss occurred in the period of September 1-6. The TV was a gift of the PTA 1965. s/s William A. Edmonds, Master - Putnam School.

It was voted to recommend that the foregoing reports of vandalism be referred to the Chief of Police for report as to what action has been taken, or is contemplated being taken, with respect to these matters.

The following communication was received from the Chief of Police:

"In reference to your letter of August 9, 1966, concerning window glass being broken in school buildings, the investigating officer reports that neighbors state these windows are broken at night, with the exception of the Houghton School and these are broken during the day time. They are reluctant to give any information as to whom is responsible. At the Fitzgerald School, the windows are being broken by baseballs during the ball games. The investigating officer recommends that a metal gate be installed on the Pleasant Place side of the Webster School to keep the teen agers from congregating in the doorway. Officers of this department have been instructed on many occasions to give special attention to school buildings on their routes and some officers spend considerable time in the area of these buildings.

Sincerely,
Danial J. Brennan, Chief of Police

Because of the considerable damage caused by vandalism, breaking of window glass, breaking and entering and theft of property in our public school buildings, the Committee on Buildings & Grounds recommends that the Chief of Police be asked to advise the sub-committee of the actual schedule of assignments of police officers to school buildings and grounds; and, further, that the Chief of Police be requested to notify the School Committee whenever any person is apprehended for vandalism, breaking and entering and theft or breaking of window glass in public school buildings, together with information as to what disposition is made of each case.

Respectfully submitted,

/s/ JAMES F. FITZGERALD

Acting Chairman

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Calendar:

On motion by Mrs. Ackermann, seconded by Mr. Olesen, it was voted that the Superintendent's Policy Statement on appointment and tenure of members of Staff Council on Personnel Development, presented and spread in the minutes of the meeting of September 6, 1966, be referred back to the Superintendent for the purpose of discussing the report with the Cambridge Teachers' Association's Committee on Professional Rights and Responsibilities.

Question came on a motion presented at the meeting of September 6, 1966, by Mr. Duehay, seconded by Mr. Olesen "That the Superintendent, the Secretary of the School Committee and members of the School Committee be authorized to attend the second annual conference of the Mass. Association of School Superintendents and the Mass. Association of School Committees on October 5-8 at West Harwich, Mass., at a cost not to exceed $75.00 per person." It was unanimously agreed to amend this motion by striking out the words "$75.00" and inserting the sum of "$125.00". On the following roll-call it was voted to adopt the motion: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. McMahon "Absent". On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted to suspend the rules for the purpose of moving reconsideration at this meeting. A motion by Mr. Olesen, seconded by Mr. Solomons, to reconsider the foregoing vote, hoping same would not prevail, failed of adoption.

Tabled Matters:

It was voted to take from the table the Superintendent's report on students in the secondary school who will be in need of speech therapy, presented and spread in the minutes of the meeting of June 29, 1966. The Superintendent presented the following supplementary report:

> Definite steps have been taken by the Bureau of Pupil Services to provide for any pupil at the secondary level who is in need of speech therapy. Three qualified Speech Therapists have been assigned to the Bureau. Their programs have been arranged so that provision can be made for any pupil in need of individual speech therapy who is attending Cambridge High and Latin School, Rindge Technical School or Boys' or Girls' Vocational School. Initial screening of pupils at the secondary level is now in progress. At Cambridge High and Latin School, Mr. Guest has 3 corrective speech classes. He will refer directly to the Bureau of Pupil Services, any pupil whom he considers in need of individual speech therapy. The counselors, deans and nurse have been asked to report pupils for screening whom they believe are in need of special help in speech. Rindge pupils wishing to attend speech classes are programmed to Mr. Guest's classes at Cambridge High & Latin School. All teachers, counselors and the nurse have been asked to report any pupil who appears to have a speech problem. At both Girls' and Boys' Vocational Schools pupils having a speech problem are referred to the Bureau of Pupil Services by the Teacher-in-charge. When this screening process has been completed, the exact figures will be reported.
>
> /s/ Ruth F. Boland, Director Bureau of Pupil Service

On motion by Mrs. Ackermann, seconded by Mr. Duehay, it was voted to accept the Superintendent's report on students in the secondary school who will be in need of speech therapy, presented and spread in the minutes of the meeting of June 29, 1966 together with the supplementary report outlined above.

Awaiting Report:

There being no objection the chairman ordered referred to executive session the motion requesting a report from the Business Manager on a Perpetual Inventory.

Relative to a report submitted by the Headmaster of Rindge Technical School on the operation of the Technical Institute at the meeting of May 3, 1966. It was voted on motion by Mr. Solomons, seconded by Mr. Fitzgerald that Mr. Sweeney be invited to be present at the next meeting of the School Committee to discuss this report.

NEW BUSINESS

There being no objection, the chairman ordered placed on the 'calendar' a motion by Mr. Solomons, seconded by Mrs. Ackermann that any family in the Haggerty School Area in the Refurbished K to 5th grade school who wishes, may send its children to the new Russell School if it is built on the Callanan Site, and that these children be bused to the new school.

On motion by Mr. Fitzgerald seconded by Mr. Olesen, it was voted to take a five minute recess.

Time for recess having expired the chairman called the meeting to order.

Having filed the proper notice required by the rules, Mr. Duehay moved reconsideration of the negative vote taken at the meeting of September 6, 1966 by which it was voted not to adopt the Superintendent's recommendation "That Charles W. Adams be appointed to the position of Director of Libraries at a salary of $12,220.00 effective Sept. 1, 1966." On the following roll-call the motion by Mr. Duehay, seconded by Mrs. Ackermann to reconsider the negative vote, was adopted: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Olesen voting "Nay"; Mr. McMahon "Absent". On the recurring question it was voted on the following roll-call to adopt a motion by Mr. Duehay, seconded by Mrs. Ackermann to adopt the Superintendent's recommendation "that Charles W. Adams be appointed to the position of Director of Libraries at a salary of $12,220.00 effective September 1, 1966.": Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Olesen voting "Nay"; Mr. McMahon "Absent".

On motion by Mr. Duehay, seconded by Mr. Olesen it was voted to convene into Executive Session.

EXECUTIVE SESSION

On motion by Mr. Fitzgerald, seconded by Mrs. Ackermann, it was voted on the following roll-call, that the persons named below, being the first three names on the certified civil service list who have signified their willingness to accept the positions be appointed Part-Time Permanent Junior Clerk Typists: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. McMahon "Absent".

Mrs. Ruth F. Carr
132 Magazine St.

Mrs. Edith F. Pedro
210 Harvard St.

Mrs. Anne M. Young
74 Antrim Street

It was voted to requisition Civil Service for a list of persons eligible to fill two positions of School Matron.

The Superintendent recommended that John D. Creedon, teacher at Rindge Technical School be granted leave of absence without loss of salary from September 22, 1966 through December 22, 1966; except that any sums received by reason of insurance shall be deducted from the amount due him as salary. On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to suspend the rules for the purpose of taking action on the Superintendent's recommendation. On motion by Mr. Fitzgerald, seconded by Mr. Solomons it was voted on the following roll call to adopt the Superintendent's recommendation that John D. Creedon, teacher at Rindge

Technical School be granted leave of absence without loss of salary from September 22, 1966 through December 22, 1966; except that any sums received by reason of insurance shall be deducted from the amount of salary due: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. McMahon "Absent".

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted on the folowing roll-call to adopt a recommendation of the Director of Athletics, concurred in by the Superintendent that Richard H. Harrington be appointed Head Coach of Track at Rindge Technical School at a stipend of $1200.00 for the year and that John R. Arone be appointed coach for intermural soccer at a stipend of $10.00 per day for a maximum of forty-five days: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. McMahon "Absent". The rules having been suspended, a motion by Mr. Fitzgerald, seconded by Mr. Solomons, to reconsider the foregoing vote hoping same would not prevail, failed of adoption.

The Superintendent presented a petition from Peter P. Budryk, teacher at the High & Latin School, for leave of absence for a period of three days (Oct. 3, 4, 5) for the purpose of attending the National Conference of Upward-Bound Directors and Personnel to be held in Washington, D.C. The Superintendent recommended that Mr. Budryk be granted leave of absence as requested without stipend. On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted on the following roll-call that notwithstanding the Superintendent's recommendation, Mr. Budryk be granted leave of absence as requested without loss of salary: Mrs. Ackermann, Mr. Duehay, Mr. Olesen, and Mr. Solomons voting "Yea"; Mr. Fitzgerald, and Mayor Hayes voting "Nay"; Mr. McMahon "Absent".

A petition was received from Mrs. Helen L. Mavrides, teacher at the High & Latin School, stating that because her husband has recently been promoted to Director of the International Goodwill Industries (Morgan Memorial) which will necessitate frequent traveling for both of them, that she be granted leave of absence without salary for a period of one year. The Superintendent recommended that the request be denied. On motion by Mr. Fitzgerald, seconded by Mr. Olesen, it was voted to adopt the Superintendent's recommendation that the petition by Mrs. Mavrides for a year's leave of absence be denied.

The Superintendent recommended that Edmond J. Murphy, Assistant Headmaster in charge of data processing, be awarded a stipend of $1,000.00 for work performed during the summer months. On motion by Mr. Fitzgerald, seconded by Mrs. Ackermann, it was voted to suspend the rules for the purpose of taking action on the Superintendent's recommendation. On the following roll-call it was voted on motion by Mr. Fitzgerald, seconded by Mrs. Ackerman, to adopt the Superintendent's recommendation: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. McMahon "Absent".

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted to reconvene in regular session.

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted to ratify and affirm the votes taken in executive session.

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to adjourn;

ADJOURNED.

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(OFFICIAL REPORT)

Tuesday, October 4, 1966

REGULAR MEETING:

Members present: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Olsen, Mr. Solomons and Mayor Hayes.

Mayor Hayes in chair.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to suspend the regular order of business for the purpose of referring to "Hearings".

Mr. James Anderson, Director of Music, appeared before the committee and discussed at length the matter of band uniforms for the combined High & Latin and Rindge Technical School band. At the conclusion of the hearing the chairman thanked Mr. Anderson for attending the meeting.

Mr. Robert Sweeney, Headmaster of Rindge Technical School and director of the Technical Institute (13th & 14th grds.) presented the following report relative to the operation of the Technical Institute and discussed the report at length with the members of the committee. The chair then ordered the hearing closed and extended the thanks of the committee to Mr. Sweeney for his informative report:

October 4, 1966

To the Cambridge School Committee
1700 Cambridge Street
Cambridge, Massachusetts

Dear Sirs and Madam:

In compliance with your recent order, I submit the following report on the Rindge Technical Institute.

The class which entered the Rindge Technical Institute in October 1965 numbered fifteen students, all of whom were young men. Of these, twelve came from Cambridge, two from Somerville and one from Charlestown. By January 7, 1966 the number had been reduced to ten students and we finished the year with eight members of the original class of fifteen.

In accounting for the seven students who left, the majority dropped out for reasons of excessive absence or failure to complete assignments within a reasonable time. Two people left because of personal illness. A summary of student attendance through June 1966 may be found on Pages 1 and 2 attached to this report.

Eight students returned for the opening of the fourteenth year in September 1966 and up to the present time the attendance has been consistently better than ninety percent.

For the entering class we gave out thirty applications and twenty-seven were returned. Twenty- five students took the entrance examination. Nineteen students reported for the opening of the fall term. Two students dropped out during the first week of class. Therefore we have at this writing seventeen active members in this class. With the exceptions noted above, the attendance has been close to one hundred percent. A list of members belonging to this thirteenth year group may be found on Page 3 appended to this report.

In regard to the expenses and fees for Institute students, it was agreed that each student would purchase his own textbooks since it is expected that those books will continue to be useful to him in his chosen career. In addition, a laboratory fee of $25.00 is charged to cover service damage and replacement of equipment. There is no tuition charge for students who live in Cambridge but for non-resident students the charge is $600.00 per year. This obligation falls upon the Community in which the student lives. In turn, the Community is reimbursed by the Federal Government for fifty percent of this amount. In the class of 1965-66 we had one non-resident student. This year we have the same student plus four additional non-residents. As yet no tuitions have been charged for the current year. We have collected $455.00 in laboratory fees with $70.00 still due.

Page 4 appended to this report lists the present Instructors and their academic backgrounds.

Yours truly,
Robert R. Sweeney
Headmaster

Attendance Records
of Students in the Rindge Technical Institute
1965-1966

Name - Address	No. of Times Absent	Date Left
Robert E. Basteri, 17 Gibbens St., Somerville, Mass.	1	Nov. 1, 1965
Timothy P. Callahan, 45 Monument Sq., Charlestown, Mass.	0	Oct. 8, 1965
Robert Casey, 28 Harvey St., Cambridge, Mass.	47	April 27, 1966
Paul L. Clarke, 79 Hampshire St., Cambridge, Mass.	7	
William J. Connors, 6 Prichard Ave., Somerville, Mass.	35	
Edward F. Dahl, 226 Allston St., Cambridge, Mass.	2	
Edmund J. Dussault, Jr. 19 Fairfield St., Cambridge, Mass.	13	Jan. 3, 1966
John F. Fialkowski, 17 Roberts Rd., Cambridge, Mass.	24	

Name - Address	No. of Times Absent	Date Left
John M. Gallego, 3 Carlisle St., Cambridge, Mass.	0	
Douglas P. Gauthier, 172 Cushing St., Cambridge, Mass.	24	Feb. 16, 1966
Robert W. Kervick, 20 Alewife Brook Pkwy., Cambridge, Mass.	22	
Charles P. Smith, 83 Trowbridge St., Cambridge, Mass.	4	
Eugene F. Solimene, 21 Walden St., Cambridge, Mass.	2	Nov. 24, 1965
Richard Thompson, 30 Jefferson Park, Cambridge, Mass.	20	Feb. 7, 1966
Robert F. Youngclaus 175 River St., Cambridge, Mass.	25	

LIST OF STUDENTS WHO ARE ATTENDING THE THIRTEENTH YEAR AT RINDGE TECHNICAL INSTITUTE

1966-1967

Nicholas R. Antonizick,
39 Homer Avenue,
Cambridge, Mass.

Robert T. Baumer,
27 Holworthy St.,
Cambridge, Mass.

Arthur S. Bonialawski, Jr.
24 Portsmouth St.,
Cambridge, Mass.

Kenneth R. Branley,
81 Brookside Ave.,
Winchester, Mass.

Ronald C. Coffey, Jr.
52 Chestnut St.,
Cambridge, Mass.

Richard J. Daily,
254 Windsor St.,
Cambridge, Mass.

Lawrence W. Kelley,
34 Prince St.,
Cambridge, Mass.

Thomas P. Martin,
3 Highland Park,
Cambridge, Mass.

Joseph A. Mitchell,
327 Columbia St.,
Cambridge, Mass.

Joseph N. Nichols, Jr.
62 Clarendon Ave.,
Cambridge, Mass.

Louis V. Pelusi,
22 Valentine St.,
Cambridge, Mass.

Leonard J. Poirier,
183 Sherman St.,
Cambridge, Mass.

Bruce L. Gaudet,
52 Grace Rd.,
West Medford, Mass.

Thomas P. Hesse,
71 Sacramento St.,
Cambridge, Mass.

Richard J. Hickey,
43 Magoun Ave.,
Medford, Mass.

Rocco Rousso, Jr.
21 Mt. Vernon Park,
Malden, Mass.

David E. Rouleau,
101 Clifton St.,
Cambridge, Mass.

INSTRUCTORS AT RINDGE TECHNICAL INSTITUTE

1966-1967

2. Miss Patricia Carr — S. B. in Physics — M.I.T. 1965.
38 Myrtle Avenue,
Cambridge, Massachusetts.

Instructor in Mathematics — 5 days — 12:00 P.M. to 2:00 P.M.

2. Mr. Stanley A. Erickson, Jr. — S.B. in Physics — S.B. in Mathematics — M.I.T. 1964.
109 Bartlett St.,
Somerville, Mass.

Instructor in Physics — 5 days — 9:30 A. M. to 11:30 A. M.

3. Mr. Warren Ferzoco — A.C.E. — B.B.A.
109 Fearing Drive,
Westwood, Mass.

Instructor in Mechanical Drawing — Tuesdays and Thursdays —3:00 P. M. to 5:00 P. M.

4. Mr. Kenneth Friedman, — S.B. in Philosophy, June 1963, M.I.T. — M.S. in Physics at M.I.T. — June 1966. — M.A. in Philosophy at Harvard — June 1966.
856 Mass. Avenue, Apt. 7
Cambridge, Mass.

Instructor in English — 5 days — 8:30 A. M. to 11:30 A. M.

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was again voted to suspend the regular order of business for the purpose of proceedings to Item No. 1 on the 'Calendar'.

The Business Manager recommended that Rayburn Musical Instrument Company of Boston, being the lowest responsible bidder, be awarded a contract for furnishing half-size, three quarter size and full size violin outfits at $49.50 each, trumpets at $77.00 each, clarinets at $69.50 each, flutes at $75.00 each, trombones at $77.00 each and bass drums at $74.00 each; and, further, that a contract be awarded to Beacon Musical Instrument Company, being the lowest responsible bidder, for furnishing snare drums at $53.35 each and song flutes 90¢ each. On motion by Mr. Fitzgerald, seconded by Mr. Olesen, it was voted on the following roll-call to adopt the Business Manager's recommendation: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. McMahon "Absent".

The Business Manager recommended that a contract be awarded to Hampden Engineering Corporation of East Longmeadow, Mass. for furnishing an Electrical Distribution System at $4,312.00 and for furnishing Electronics Laboratory Benches and Turrets at $7,570.00 On motion by Mr. Fitzgerald, seconded by Mr. Solomons it was voted on the following roll-call to adopt the Business Manager's recommendation: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. McMahon "Absent".

It was voted to resume the regular order of business.

On motion by Mr. Duehay, seconded by Mr. Solomons it was voted to approve as presented the minutes of the meeting of September 20, 1966.

There being no objection the chair ordered placed on file a communication from Charles W. Adams thanking the committee for appointing him to the position of Director of Libraries in the Cambridge School System.

On motion by Mr. Olesen, seconded by Mr. Solomons it was voted to place on file a communication from the City Council relative to a hot lunch program for those schools presently lacking this facility.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to accept with pleasure an invitation extended by Cambridge Post, American Legion, to attend their Annual Installation of Officers on Friday, October 14, 1966 at 8:30 p.m. at Legion Hall.

On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted on the following roll-call, that the Cambridge School Committee be enrolled for the Eighth Seminar for School Committeemen to be held at Boston University School of Education on October 20, 1966, November 3, 1966, Thursday, November 17, 1966 and Thursday, December 1, 1966 at a cost not to exceed $30.00: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. McMahon "Absent".

SUPERINTENDENT OF SCHOOLS
(Reports and Recommendations)

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted on the following roll-call to adopt a recommendation by the Business Manager, concurred in by the Superintendent that in addition to sums previously appropriated, the following amounts be appropriated to the accounts listed below:

To:	Schedule D-9 Educational & Recreational Supplies	$10,000.00
	Schedule F-1 Teachers Examination	800.00
		$10,800.00

—said sum of $10,800.00 to be provided by transfer from the following Revolving Accounts:

FROM:	PL-874	$ 7,325.60
	PL-864	3,474.40
		$10,800.00

Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. McMahon "Absent".

On motion by Mr. Olesen, seconded by Mr. Fitzgerald, it was voted to adopt the Superintendent's recommendation that the following applicants for teaching positions in the evening schools be approved:

Allen, Beatrice M.
Berkley, Alison B.
Botalho, Arthur W.
Breidbart, Stuart R.
Broderick, Ruth H.
Caulfield, John G.
Cronin, Robert E.
Doran, William J.
Dynan, William J.
Egan, Thomas H.
Fitzgerald, James M.
Fitzgerald, Mary E.
Greenblatt, Herbert L.
Haley, Thomas C.
Hunt, Marie E.
Jason, Walter J.
Johnson, Charles A., Jr.
Jones, Francis L.
Keefe, Joseph A.
Kilpatrick, John G., Jr.
Kremer, Beatrice
Kushner, Rose E.
Leary, Joanne
Leary, Robert A.
Leary, Thomas H., Jr.
Lesser, Dorothy
Linardy, Angelina
Marchand, Arthur J.
Mastroianni, W. Antonio
McGrath, Leonard
Mokaba, George C.
Morris, Loretto C.
O'Brien, John J.
O'Keefe, John G.
O'Sullivan, Roger F.
Sherys, Alexander F.
Snyder, Lynn
Tierney, Martin L.
Walsh, William H.
Wayne, Howard J.
George J. Fantini, Jr.

The Superintendent reported the marriage on July 9, 1966 of Joyce C. Doria, teacher at the High & Latin School, to John R. Koestner, and her name will now appear on our records as Joyce C. Koestner.

On motion by Mr. Solomons, Seconded by Mr. Olesen, it was voted to adopt the Superintendent's recommendation that Jacqueline Westcott, Teacher at the High & Latin School, be granted Maternity Leave of Absence in accordance with the rules of the School Committee. (Mrs. Wescott has filed the required forms).

The Superintendent extended an invitation to the School Committee to participate in School and Commerce Day to be held on Thursday, October 20, 1966 at the High & Latin School.

The Superintendent presented the following communication from John J. Balfe, Master of the Houghton School and member of the Board of Examiners and on motion by Mrs. Ackermann it was voted to accept Mr. Balfe's resignation as a member of the Board of Examiners and that the School Committee convey to Mr. Balfe their sincere appreciation for his long years of loyal and efficient service on the Board of Examiners:

John M. Tobin, Supt. of Schools
Cambridge School Department
Cambridge, Mass.

September 21, 1966

Dear Mr. Tobin:

You will recall that in the spring I suggested to you that I should like to be replaced on the Board of Examiners when school re-opened for the year 1966-1967.

I have been a member of this board now for approximately fifteen years and have had the great pleasure of working with a group continuously dedicated to the welfare and to the improvement of our department. I hesitate to mention the names of the fine people who have served with me lest I overlook even one.

Your selections over the years have been outstanding, and my departure from the board will make it possible for you to employ one of the newly appointed administrators to work with a well-organized, capable, conscientious team.

Thank you for the privilege of having served on the board so long.

Sincerely yours,
John J. Balfe

The Superintendent presented a communication from Lawrence M. Bongiovanni, Acting Director of Civic Education in the State Department of Education inviting the Cambridge schools to participate in the Massachusetts Schools "Get-Out-The-Vote" Campaign. The Superintendent recommended that he be authorized to work with this program and to communicate with the Headmasters of both high schools, and perhaps the Masters of the Elementary School for the purpose of stressing this program in the high schools and perhaps Grades 7 and 8 in the elementary schools in such courses as United States history, Problems of Democracy, Civics, etc. On motion by Mr. Solomons, seconded by Mrs. Ackermann it was voted to adopt the Superintendent's recommendation.

The Superintendent presented each member with a copy of the After School Centers Program as proposed for funding under the Provisions of Title I, PL89-10, the Elementary and Secondary Education Act of 1965.

The Superintendent presented a communication from the Commissioner of Education relative to the annual census of white and non-white students in the public Schools. On motion by Mr. Solomons and seconded by Mrs. Ackermann it was voted that the Superintendent proceed to conduct the census as required by Chap. 641 of the Acts of 1965 of the general laws.

The Superintendent presented each member with a tabulation of enrollment by grades in each of the schools.

The Superintendent presented the enrollment figures by grades at the Peabody School.

Conforming to an order that the adopted report of the Committee on School public Relations be referred back for suggested changes in the rules to include the method of appointment to the position of Director, the Superintendent reported that he recognizes that the Committee on School Public Relations, appointed by the Cambridge School Committee, has performed an outstanding service in its study and report on the position of Director of Public Relations. The Superintendent recommended that this Committee be authorized to screen applicants for this position to report their findings to the Board of Examiners. The Board of Examiners will evaluate these findings and report to the Superintendent who will then make his recommendation to the School Committee. On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted that the matter by placed on the 'calendar' and that the Secretary of the School Committee prepare a proper amendment to the rules of the School Committee in accordance with the recommendation of the Superintendent and the report of the Committee on School Public Relations.

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

CALENDAR:

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to place on the table a motion presented by Mr. Solomons, seconded by Mrs. Ackermann that any family in the Haggerty School Area in the refurbished K to 5th grade school, who wishes, may send its children to the new Russell School if it is built on the Callanan Site, and that these children be bused to the new school.

TABLED MATTERS:

On motion by Mr. Duehay, seconded by Mr. Solomons it was voted to take from the table the Superintendent's survey of coaches salaries paid in surrounding communities, said survey being a comprehensive report including hours each coach devotes to his particular sport, duties and the method of appointment, together with his recommendations. On motion by Mr. Duehay, seconded by Mrs. Ackermann, it was voted that the matter be referred back to the Superintendent for further recommendation relative to salaries.

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted that the report received from Headmaster Robert Sweeney relative to the Rindge Technical Institute, spread in its entirety at the beginning of this meeting, be placed on the 'calendar'.

NEW BUSINESS

On motion by Mr. Fitzgerald, seconded jointly by Mr. Duehay and Mr. Solomons, it was voted that whereas at a meeting of the Cambridge City Council held on Monday, October 3, 1966, the City Council, by a two-thirds affirmative vote concurred with the School Committee in the selection of a site for the proposed combined new Putnam-Thorndike School, identified by the Architect, Paul C. Feloney, as "Site Study D"; and whereas the selection of "Site Study D" will require property takings of all of Spring Street frontage between the existing Thorndike School and Fukerson Street, including two houses containing eight dwelling units, thereby causing discomfort and inconvenience in the relocation of these families; therefore be it Ordered that the School Committee request the City Manager and the City Council to use their respective good offices to acquire, if legally possible the property known as Harugari Hall, situated at the corner of Sixth & Spring Streets which is allegedly in complete disrepair and not conducive to prolonged further use; and, further, that the City Manager and City Council cause to be conveyed, on conditions satisfactory to all parties concerned, the land now occupied by said Harugari Hall, if same can be acquired legally, together with the so-called Tot Lot owned by the City, for the purpose of allowing these dispossessed owner or owners to either build similar dwellings or move the existing dwellings to the site at the corner of Spring and Sixth Streets.

On motion by Mrs. Ackermann, seconded by Mr. Solomons it was voted that whereas the Academically Talented program in the elementary grades was introduced eight years ago on a trial basis, be it therefore Ordered that the Superintendent establish, and report to the School Committee, on a means of conducting a thorough and objective appraisal of the Academically Talented program at present; its goals and its success in achieving these goals; its curriculum; its means of selecting pupils and teachers for the program; its effect on the school as a whole.

On motion by Mr. Duehay, seconded by Mrs. Ackermann, it was voted that the Vice-Chairman of the committee, James F. Fitzgerald, be authorized to represent the School Committee at the annual conference of School Committees and Superintendents of Schools and that Mr. Gustave M. Solomons be designated as his alternate.

On motion by Mr. Olesen, seconded by Mrs. Ackermann, it was voted that the Director of Athletics report to the school committee his reason for cancelling the football game scheduled for Saturday, October 1, 1966 between Rindge Technical School and Worcester High School.

On motion by Mr. Duehay it was voted to convene in executive session.

EXECUTIVE SESSION

Communication was received from Mrs. Madeline Dick, Cafeteria Helper at the Harrington School, advising that she had been called for jury duty. On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted on the following roll-call that Mrs. Dick be granted leave of absence for the purpose of performing her duty as a juror and that she receive the difference between her regular salary and the salary of a juror: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. McMahon "Absent".

The chairman ordered placed on the 'calendar' a proposed amendment to the rules by Mr. Fitzgerald, seconded by Mrs. Ackermann, that whenever an employee of the Cambridge School Department is ordered to jury duty, the said employee shall be granted leave of absence for the period the employee is ordered to jury duty; and, further, that the employee so ordered to jury duty shall be paid the difference between their regular compensation and the stipend received as a juror.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted on the following roll-call that A. Metaxas be appointed substitute teacher of Greek at a stipend of $5.00 per class: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea", Mr. McMahon "Absent".

The Superintendent presented the report and results from the Board of Examiners who conducted the examination for the position of Headmaster's Assistant- Mathematics Department at the High & Latin School. The chairman ordered placed on the 'calendar' as required by the rules, the Superintendent's recommendation that Mary D. Murray, being the first name on the examined list for the position, be appointed Headmaster's Assistant-Mathematics Department at the High & Latin School at a salary of $10,340.00 effective October 5, 1966.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that Edward J. Murphy, Master of the Russell School, be appointed a member of the Staff Board of Examiners, to fill the vacancy caused by the resignation of John J. Balfe.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that the Secretary of the School Committee request Civil Service for certified lists of persons eligible to fill the following positions:

6 Permanent Intermittent part-time cafeteria helpers
1 Secretary-Bookkeeper (Provisional for six months Title III Project)
1 Clerk-Typist (Provisional for six months Title III Project)

On motion by Mr. Duehay, seconded by Mr. Solomons it was voted to reconvene in regular session.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to ratify and affirm the votes taken in executive session.

It was voted to adjourn;

ADJOURNED

EDWARD J. O'CONNELL

Secretary of the School Committee

SCHOOL COMMITTEE
(Official Report)

Tuesday, October 18, 1966

Regular Meeting:

Members present: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Olesen, Mr. Solomons and Mayor Hayes.

Mayor Hayes in the chair.

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted that the minutes of the meeting of October 4, 1966 be approved as presented.

Petition was received from the Harvard-Radcliffe Young Democrats requesting permission to use the Rindge Technical School Auditorium for the purpose of presenting Stokely Carmichael on November 10, 1966. A motion by Mr. Solomons, seconded by Mr. Duehay, that the request be granted, failed of adoption on the following roll-call: Mrs. Ackermann, Mr. Duehay and Mr. Solomons voting "Yea"; Mr. Fitzgerald, Mr. Olesen and Mayor Hayes voting "Nay"; Mr. McMahon "Absent".

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to accept with pleasure an invitation extended by the Cambridge Barracks, Veterans of World War I to attend their installation of officers on October 26, at 8:00 p.m. in Legion Hall.

On motion by Mr. Fitzgerald, seconded by Mr. Olesen, it was voted to accept the resignation of Helen G. Coiley as Cafeteria Worker, who has retired on pension.

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to accept the resignation of Mrs. Nora Dawe, Cook in the cafeterias, who has retired on pension.

Communication was received by the School Custodians Union requesting that they be compensated at the rate of $3.30 per hour for work performed beyond their regular work-day and that senior custodians be compensated at their hourly pay rate for all activities, other than recreational functions and PTA meetings. On motion by Mr. Solomons, seconded by Mr. Olesen, it was voted that this petition be referred to the Committee on Buildings & Grounds for study.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to accept an invitation extended by the Steering Committee of the Tutoring Plus program to attend their first meeting of the year on Thursday, October 20 at 7:30 p.m. at the Cambridge Neighborhood House.

There being no objection the chairman ordered placed on file a communication from the City Manager relative to land taking at the site of the proposed new Putnam-Thorndike School.

SUPERINTENDENT OF SCHOOLS
(Reports and Recommendations)

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted on the following roll-call to adopt a recommendation by the Business Manager, concurred in by the Superintendent, that in addition to sums previously appropriated, the following amounts be appropriated to the accounts indicated, said sums to be provided by transfer from the accounts shown:

To Schedule B-10 Rent	$600.00	
From Schedule B-11 Insurance		$600.00
To Schedule G-8 Educational & Recreational	$350.00	
From Schedule B-42 Graduation Expenses		$350.00
To Schedule F-7 Non-Contributory Pensions	$15,500.00	
From Revolving Account PL864		$15,500.00

Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. McMahon "Absent".

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted to adopt the Superintendent's recommendation that the following applicants be approved for teaching positions in the evening schools:

Boyle, Katherine
Callis, Edna M.
Carchia, John J.
Fitzgerald, John T.
Foley, Daniel P.
Golden, Jessie R.
Graham, John H.
Handelman, Alberta
Hootstein, Ann
McKelleget, Barbara
Sennott, John P.
Starrett, Cynthia K.
Twomey, Julia A.
Voulgaris, Christos
Ferzoco, Warren

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that the School Committee endorse the Obeservance of American Education Week November 6-12, 1966. The Superintendent announced that parents and citizens are invited to visit any Cambridge public school classroom during school hours on Nov. 7, 8, 9, 10.

On motion by Mrs. Ackermann, seconded by Mr. Olesen, it was voted to refer to the Committee on Buildings & Grounds a report presented by the Superintendent relative to an inspection of the Sacred Heart School on Sixth Street, Cambridge, with a view of using this facility to house the students of the Thorndike School during construction of the proposed new Putnam-Thorndike School.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to make part of the minutes the following report submitted by the Superintendent on the distribution of white and non-white pupils in the public schools:

DISTRIBUTION OF WHITE AND NON-WHITE PUPILS IN THE PUBLIC SCHOOLS

OCTOBER 1, 1966 CENSUS
(Chapter 71, Section 37D — Enacted 1965, Chapter 641)

City, Town, or Regional School District	CAMBRIDGE
Total number of white pupils	9,086
Total number of non-white pupils	1,651
Grand Total	10,737

I hereby certify that all the statements contained in these Census Returns are true to the best of my knowledge and belief. A true statement, made under the penalties of prejury.

John M. Tobin
Superintendent of Schools

October 13, 1966

I hereby certify that I have examined the statements contained in these Census Returns and have found them to be correct to the best of my knowledge and belief. A true statement, made under the penalties of perjury.

DISTRIBUTION OF WHITE AND NON-WHITE PUPILS IN THE PUBLIC SCHOOLS OF MASSACHUSETTS ON OCTOBER 1, 1966

(Chapter 641, Acts of 1965)

We recommend that the following procedures be used in taking this Census:

1. The Census will include Kindergarten through Grade 12.
2. **Each** school building of the district is to be reported on a separate line.
3. The grades included in each school building shall be noted in the Grades column.
4. As few school personnel should be used in the census count as possible; however, complete and accurate information is essential.
5. No pupil and no parent of any pupil shall be asked his race or ancestry.
6. No record is to be kept of this information as it relates to an individual; totals only for individual schools are to be reported.

City, Town or Regional District CAMBRIDGE

Name of School	Grades	White	Non-White	Total
Cambridge High and Latin	9-12	2,103	299	2,402
Rindge Technical	9-12	551	138	689
Rindge Technical Institute	13-14	25	0	25
Abraham Lincoln	Kgn. -6	170	55	225
Agassiz	Kgn. -8	187	35	222
M. E. Fitzgerald	Kgn. -8	784	62	846
Fletcher	Kgn. -8	285	71	356
Haggerty	Kgn. -6	240	6	246
C. G. Harrington	Kgn. -8	990	35	1,025
Houghton	Kgn. -8	237	238	475
Longfellow	Kgn. -8	650	64	714
Morse	Kgn. -8	439	100	539
Peabody	Kgn. -8	486	75	561
Putnam	Kgn. -8	337	0	337
Roberts	Kgn. -8	527	188	715
Russell	Kgn. -8	392	84	476
Thorndike	Kgn. -8	364	10	374
Webster	Kgn. -8	229	162	391
Vocational School for Boys	Ungr.	56	17	73
Vocational School for Girls	Ungr.	27	9	36
Bureau of Pupil Services		7	3	10
TOTAL		9,086	1,651	139,737

TO BE RETURNED ON OR BEFORE OCTOBER 15, 1966

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Calendar:

Conforming to an order of the committee, the secretary presented the following proposed amendment to the rules covering the position of Director of School Public Relations and the chairman ordered the proposed amendment placed on the 'calendar' as required by the rules.

PROPOSED AMENDMENT TO CHAP. VIII, SEC. 19, Page 36 last paragraph entitled "Departmental Directors":

There shall be established in the Cambridge School Department the position of Director of School Public Relations, who shall be directly responsible to the Superintendent of Schools and shall work cooperatively with the School Committee, the Superintendent and the staff in general.

Duties To provide copies of the Agenda of the School Committee for all members of the press who have indicated an interest in covering the meetings; to maintain close liason with the editors, editorial writers and reports of the local and area press; to be familiar with the problems as well as the operations of all news media; to cooperate with and help channel to the press pertinent news from designated members of the personnel who serve as Press Representatives for the schools; to make available both professional and student talent for a Speaker's Bureau as requested by community groups and organizations; to interpret the accomplishments and the needs of the schools at the request of the Superintendent; to foster cooperative endeavor between the schools and the community; to maintain complete files relating to public school information; to provide photographic services as required for school news media; to publicize all special events of educational value in which the public is involved, e.g., Open House Ceremonies, National Education Week, etc.; to assist the staff in preparing professional writing for State and National Publications; to provide editorial assistance in the preparation of School Department publications not of a general public nature, e.g., teacher recruitment and kindergarten brochures, etc.; to provide editorial assistance in the preparation of formal reports requested by the School Committee, the Superintendent, or the Assistant Superintendents of Schools; to be responsible under the direction of the Superintendent of Schools for the preparation of the Superintendent's Annual Report; to be responsible for the publication of accurate, timely topics about the schools at appropriate times during the year; to perform any other duties assigned by the Superintendent of Schools.

Qualifications: A Master's Degree from an accredited College or University.
A minimum of 7 years full time teaching experience.
An awareness of what constitutes good public relations material and information.
An ability to estimate in others a sense of responsible public relations attitudes in order to present a favorable public image of the schools.
A demonstrated experience in the writing and publication of any material directly concerned with education.
A personality to get along well with all members of the personnel, parents, children and news media.
An ability to conduct surveys, take samplings and make community studies.
A capacity to carry out all duties listed aforementioned.

Method of Appointment: The Superintendent shall appoint a committee of five members of the professional staff of the Cambridge School Department who shall screen all applicants for the position of Director of School Public Relations and they shall report their findings to the Staff Board of Examiners. The Staff Board of Examiners will evaluate these findings and report to the Superintendent of Schools, who shall make his recommendation to the School Committee.

On motion by Mr. Duehay, seconded by Mr. Olesen, it was voted to place on file a report presented by the Headmaster of the Rindge Technical School on the Rindge Technical Institute and spread in its entirely in the minutes of the meeting of October 4, 1966.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted that the Headmaster of Rindge Technical School, Robert R. Sweeney, provide the School Committee with a cost analysis of the operation of the Rindge Technical Institute.

On the following roll-call it was voted to adopt a proposed amendment to the rules, presented by Mr. Fitzgerald at the meeting of October 4, 1966: Sec. 18 of Chap. VIII entitled "Teachers", and Sec. 7 of Chap. XIV entitled "Civil Service Employees" be amended by adding "Whenever an employee of the Cambridge School Departmnt is ordered to jury duty, the said employee shall be granted leave of absence for the period the employee is ordered to jury duty; and, further, the employee so ordered to jury duty shall be paid the difference between their regular compensation and the stipend received as a juror.": Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. McMahon "Absent".

On motion by Mr. Fitzgerald seconded by Mrs. Ackermann is was voted to adopt the Superintendent's recommendation presented at the meeting of October 4, 1966 (by roll-call vote) "That Mary D. Murray, being the first name on the examined list, be appointed Headmaster's Assistant-Mathematics Department at the High & Latin School at a salary of $10,340.00 effective October 5, 1966.": Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. McMahon "Absent". On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted to suspend the rules for the purpose of moving reconsideration at this meeting of the foregoing vote. A motion by Mr. Olesen, seconded by Mr. Solomons, to move reconsideration on the foregoing vote, hoping same would not prevail, failed of adoption.

Awaiting Report:

It was unanimously agreed to refer to executive session a motion referred to the Superintendent for study and report "That the Superintendent present for approval the name of an applicant for the position of Project Coordinator to fill the vacancy caused by Mr. York's appointment as Master of Webster School.

Conforming to an order that he report his reasons for cancelling the football game scheduled for Saturday, October 1, 1966 between Rindge Technical School and Worcester North High School, the Director of Physical Education and Athletics presented his report and on motion by Mr. Olesen, seconded by Mr. Solomons, it was voted that the report be placed on file.

NEW BUSINESS

On motion by Mr. Duehay, seconded jointly by Mr. Olesen and Mr. Solomons, it was voted that the Recreation Department be requested to consider installing a modern electric score board at Russell Field for the convenience of spectators and players who participate in athletic events at Russell Field.

On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted that the City Manager be requested to determine if the property at 177-183 Harvard Street (known as the Allen Block) is for sale and if said land and buildings are for sale that he take the necessary steps to acquire the property for the purpose of providing needed play ground area for the Roberts School district with a long-range view of using part of the land for future expansion of the Roberts School.

Mr. Solomons moved, seconded by Mrs. Ackermann, that the City Manager be invited to appear at a meeting of the School Committee in November for the purpose of discussing the matter of engaging architects to make a study of updating and enlarging the Longfellow, Roberts, Webster and High & Latin Schools. On motion by Mr. Duehay, seconded by Mrs. Ackermann it was voted that Mr. Solomons' motion be referred to the Committee on Buildings & grounds together with the entire subject matter, for consideration prior to the adoption of the School Department 1967 budget.

On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted that the Superintendent of Schools be directed to devise a system which will provide that all students in the Cambridge public schools shall be served a hot lunch; and, further, that his report shall be received by the School Committee by, or before, the time the 1967 School Department budget is under consideration.

On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted that the Director of Music be requested to report to the School Committee on the matter of band uniforms for the combined High & Latin and Rindge Technical Schools Band; and, further, that his report shall include an approximate cost for providing new uniforms for this band.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that the Superintendent consider the advisability of publishing the Annual School Report-;964, as prepared by the Superintendent of Schools, as a supplement and addition to a weekly newspaper in a similar manner as the Annual City of Cambridge report is published.

On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted to convene in executive session.

EXECUTIVE SESSION

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted on the following roll-call that Rita T. Cunningham, 153 Magazine St., Mary M. Cody, 1524 Cambridge Street and Marguerite A. Gallagher, 50 Pemberton St., being the first three names on the certified civil service list, be appointed school matrons to fill existing vacancies: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. McMahon "Absent".

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted that he matter of appointing a matron or a nutrition class attendant to the Roberts School be referred to the Committee on Buildings & Grounds for report.

By unanimous consent it was agreed to refer to the Committee on Buildings & Grounds a motion by Mr. Fitzgerald, Seconded by Mr. Solomons, that for the convenience of teachers and other personnel, that permission be granted to install Coca Cola vending machines in the teachers' rest rooms at the High & Latin and Rindge Technical Schools.

The Superintendent concurred in a recommendation by Margaret L. Doolin, Master of the Agassiz School and in charge of the Abraham Lincoln School, that Mary S. Melnick, teacher at the Abraham Lincoln School, be appointed Master's Assistant for the Abraham Lincoln School in accordance with the rules of the School Committee. The chairman ordered the recommendation placed on the 'calendar' in accordance with the rules.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to accept the resignation of Edward J. Conrad, Machine Shop Teacher at Rindge Technical School, effective October 18, 1966.

The Superintendent announced that at the time the rules of the School Committee were amended by establishing the positions of Director of Mathematics, Social Studies, Science, Language Arts and Language that under paragraph 5, section "c" the words 'and six semester hours in administration' should have read 'and/or six semester hours of administration'. The Superintendent requested that the rules be corrected as originally intended. On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to suspend the rules for the purpose of taking action on the Superintendent's recommendation. On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was then voted on the following roll-call that the rule establishing the positions of Directors be corrected by inserting the word 'and' the word 'or' so that the paragraph shall read as follows:

> " 5. (c) Graduate courses must include a minimum of 15 semester hours' credit in the applicable specialized field, six semester hours in supervision and/or six semester hours in administration."

Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. McMahon "Absent".

Conforming to motion to refer to the Superintendent for study "That the Superintendent present for approval name of an applicant for the position of Project Coordinator to fill vacancy caused by Mr. York's appointment as Master of Webster School" the Superintendent recommended that for the period October 18, 1966 to June 30, 1967 Henry J. Morris, teacher at the Putnam School, be appointed to fill the position of Federal Co-ordinator at compensation of $500.00 above his present salary as a teacher and the duties and responsibilities would be those adopted by the School Committee for this position. Mr. Duehay, seconded by Mr. Solomons, moved adoption of the Superintendent's recommendation. Mr. Olesen objected to action at this meeting and the chair ordered the motion placed on the 'calendar' as required by the rules. On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted on the following roll-call to suspend the rules for the purpose of taking action at this meeting: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Olesen voting "Nay"; Mr. McMahon "Absent". On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the Superintendent's recommendation "that for the period October 18, 1966 to June 30, 1967 Henry J. Morris, teacher at the Putnam School, be appointed to fill the position of Federal Co-ordinator at a compensation of $500.00 above his present salary as a teacher and the duties and responsibilities would be those adopted by the School Committee for this position: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Olesen voting "Nay"; Mr. McMahon "Absent". The rules having again been suspended, a motion by Mr. Duehay, seconded by Mr. Solomons, to reconsider the foregoing vote, hoping same would not prevail, failed of adoption.

On motion by Mr. Duehay, seconded by Mr. Fitzgerald, it was voted to reconvene in regular session.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to ratify and affirm the votes taken in executive session.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to adjourn;

ADJOURNED.

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(Official Report)

Regular Meeting: Tuesday, November 1, 1966

Members present: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Olesen, Mr. Solomons and Mayor Hayes.

Mayor Hayes in the chair.

Having filed the proper notice required by the Rules of the School Committee, Mrs. Ackermann moved reconsideration of the vote taken at the meeting of Oct. 18 by which it was voted NOT to adopt a motion that "The petition of the Harvard-Radcliffe Young Democrats for permission to use the Rindge Technical School Auditorium for the purpose of presenting a lecture by Stokely Carmichael on November 10, 1966 be granted". On the following roll-call the motion 'to reconsider' failed of adoption: Mrs. Ackermann, Mr. Duehay, and Mr. Solomons voting "Yea"; Mr. Fitzgerald, Mr. Olesen and Mayor Hayes voting "Nay"; Mr. McMahon "Absent".

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to approve the minutes of the meeting of October 18, 1966 as presented.

There being no objection the chairman ordered placed on file a communication from George J. Fantini, Jr., 8 Leonard Ave., Cambridge, relative to erecting a score board at Russell Field.

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to refer to the Committee on Buildings & Grounds a communication from the Wellington-Harrington Citizens' Committee relative to the future use of the old Kelley School.

SUPERINTENDENT OF SCHOOLS

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted to approve the Superintendent's recommendation that the following applicants be approved for teaching positions in the evening schools:

Buono, Elizabeth J.
Campbell, Wm. A.
Cinelli, Ronald J.
Crowley, Jean
Hiltz, Ronald E. Jr.
Houston, Elizabeth
McHale, Lillian P.
McHale, Philip A.
Moran, Helen C.
Parrott, Mary L.
Patchiavos, Lewis J.
Smith, Beverly A.
Toomey, Kenneth R.
Corcoran, Sheila M.

On motion by Mr. Duehay, seconded by Mrs. Ackermann, it was voted on the following roll-call to adopt a report of the Staff Council on Personnel Development, concurred in by the Superintendent, that the teachers whose names appear below, having submitted substantiating data to confirm that they have carried out an intergrated program beyond the Master's category in the classifications as noted, are entitled to the stipend for advanced study as established by the Cambridge School, Committee, effective Sept. 1, 1966: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. McMahon and Mr. Olesen "Absent":

MASTER'S PLUS 30 HOURS - Stipend $400.00

M. Dorothea Murray	High & Latin School (Ratio Scale Since Oct. 5)
Gertrude K. Parsons	Elementary French

MASTER'S PLUS 15 HOURS - Stipend $200.00

Anne S. McCarthy	High & Latin School
Charles A. Harrington	Rindge Tech. School
Robert E. Richards	Rindge Tech. School
Mary A. Mackey	Harrington School
Marie A. Morello	Houghton School
Marion J. Hannon	Longfellow School
Margaret M. Magee	Peabody School
Judith A. Devine	Russell School
George W. Sullivan	Harrington School

On motion by Mrs. Ackermann, seconded by Mr. Duehay, it was voted that having filed the proper forms required by the rules, Judith T. DeStefano, teacher at the Russell School, be granted Maternity Leave of Absnce in accordance with the rules of the School Committee, from January 3, 1967 to September 1, 1968.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that in addition to permission previously granted, the Herald-Traveler Repertory of Classical Drama Shakespeare program be granted permission to use the High & Latin School Auditorium on Wednesday evenings, Nov. 9, 16, 23, 30 and Dec. 7.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to adopt a recommendation by Bernard J. Flannery, Supervisor of School Cafeterias, concurred in by the Superintendent that Civil Service be requisitioned for a list of persons eligible to fill four existing vacancies of Cafeteria Helper.

The Superintendent presented the following report from James W. Anderson, Director of Music, relative to new uniforms for the combined band of the High & Latin and Rindge Tech. School, and recommended that the report be referred to the budget. On motion by Mr. Solomons it was voted that Mr. Anderson be requested to make a further study of this matter and present samples of uniforms he would recommend and that the report be referred to the 1967 budget:

November 1, 1966

Mr. John M. Tobin
Superintendent of Schools
Cambridge Public Schools
Cambridge, Massachusetts

Dear Mr. Tobin:

In compliance with the School Committee's order of October 18, 1966, this is a report on the cost of new uniforms for the combined Cambridge High and Latin School Band and Rindge Technical School Band. This organization is known as the Secondary Schools Symphonic Band.

I have consulted five uniform companies about uniform cost. The amount of money paid for a uniform varies according to the style selected. The military uniform with accessories is the most expensive and blazers the least expensive.

I would say that the blazer outfit with jacket, slacks and hat could be purchased for an average of $60.00 and the military uniform for an average of $85.00.

We would need 150 uniforms for this band because some years the organization will be larger than 100 pieces and this number is also necessary to allow for fitting the various sizes of boys and girls that make up the band from year to year.

Therefore, 150 blazer style uniforms at approximately $60.00 per suit would bring the total cost to $9000.00. 150 military suits at approximately $85.00 each would bring the total cost to $12750.00.

Sincerely yours,
James W. Anderson

The Superintendent presented the following announcement relative to the position of Director of Mathematics and on motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to approve the notice and that the Superintendent be authorized to proceed to receive applications for this position: (Mr. Fitzgerald is recorded as voting "Nay".)

Position of Director of Mathematics k-12

DUTIES:	a) Supervision of Mathematics instruction for school system. b) Revision of mathematics course of study. c) Membership on Curriculum Committee. d) Recruitment of qualified teachers of Mathematics.
SALARY:	$12,200 to $13,720.
TERMS OF EMPLOYMENT:	a) An eleven month year. b) An eight hour day.
QUALIFICATIONS:	a) Fifteen semester hours credit beyond Master's degree and an additional six semester hours in either administration or supervision. b) Seven year's experience as a teacher or as a department administrator.
APPOINTMENT PROCEDURE:	a) Candidates will file a detailed resume of background, education and experience with the Cambridge School Department. b) Qualified candidates will be interviewed by the Board of Examiners of the Cambridge School Department.

Applications will be received until January 27, 1967.

A motion by Mr. Solomons, seconded by Mr. Fitzgerald, to convene in executive session failed of adoption on the following roll-call: Mr. Fitzgerald and Mr. Solomons voting "Yea"; Mrs. Ackermann, Mr. Duehay, and Mayor Hayes voting "Nay"; Mr. McMahon and Mr. Olesen "Absent".

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted on the following roll-call to adopt a recommendation by the Business Manager, concurred in by the Superintendent, that in addition to sums previously appropriated, the sum of $30,000.00 be appropriated to Schedule F-13 Repairs to Buildings & Grounds, said sum to be provided by transfer from Revolving Fund PL874: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. McMahon and Mr. Olesen "Absent'.

The Superintendent announced that the Reception for New Teachers be held from 7:30 p.m. to 9:30 p.m. on November 16, 1966 at the Peabody School.

On motion by Mrs. Ackermann, seconded by Mr. Solomons it was voted that the Superintendent's recommendation be adopted.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to adopt the following Fall Parent-Teacher-Pupil Meetings as recommended by the Superintendent:

October 26, 1966

1966 — FALL PARENT-TEACHER-PUPIL MEETING — 1966

Fletcher	November 7	(Monday)	7:30 P.M.
Peabody	November 7	(Monday)	7:30 P.M.
Russell	November 7	(Monday)	7:30 P.M.
Abraham Lincoln	November 9	(Wednesday)	7:00 P.M.
Agassiz	November 9	(Wednesday)	7:00 P.M.
Haggerty	November 9	(Wednesday)	7:30 P.M.
C. G. Harrington	November 9	(Wednesday)	7:30 P.M.
Longfellow	November 9	(Wednesday)	7:15 P.M.
Morse	November 9	(Wednesday)	7:15 P.M.
Putnam	November 9	(Wednesday)	7:00 P.M.
Roberts	November 9	(Wednesday)	7:30 P.M.
Thorndike	November 9	(Wednesday)	7:30 P.M.
Webster	November 9	(Wednesday)	7:00 P.M.
Rindge Technical	November 14	(Monday)	7:00 P.M.
Vocational School for Boys	November 14	(Monday)	7:00 P.M.
Houghton	November 16	(Wednesday)	7:30 P.M.
Vocational School for Girls	November 16	(Wednesday)	7:30 P.M.
M. E. Fitzgerald	November 17	(Thursday)	7:00 P.M.
Cambridge High and Latin	November 21	(Monday)	7:00 P.M.
Cambridge High and Latin	November 28	(Monday)	7:00 P.M.

The Superintendent recommended approval of a plan contemplated by the recently organized V.H.F. television Station - WKBG - to televise some of the hockey games of the Greater Boston Interscholastic Hockey League games played on Saturday afternoons at the Boston Arena, subject to the conditions that (1) while it is recognized that commercial sponsorship is necessary to the WKBG Corporation to offset the cost, sponsorship shall be only from those companies and for those products which a public school through its School Committee, adjudge to be consistent with its educational policies; and (2) WKBG will notify the School Committee of the name of the sponsors and of the nature of the product to be advertised, the School Committee reserving the right to approve or disapprove. Any change in sponsorship during the period of the coverage of the games shall be subject to the same condition. On motion by Mr. Duehay, seconded by Mr. Solomons it was voted to adopt the Superintendent's recommendation.

Conforming to an order that he report a cost analysis for the operation of Rindge Technical Institute, the Superintendent presented the following report:

> As requested the Superintendent submits a report detailing the annual cost of instruction and of equipment and materials for the Rindge Technical Institute. Since the requirements to date do not justify the full time employment of an instructor in any subject,

salaries are those established for part time fully qualified instructors. Equipment and materials have been pro-rated over a life expectancy of five years. The annual cost per pupil for the 25 pupils enrolled it—

For Equipment	$129.60	
For Instruction	$561.41	
Total	$691.01	per pupil

There being no objection the chairman ordered the foregoing report be made part of the minutes and placed on the table.

Conforming to an order that he submit a recommendation relative to coaches' salaries as an extension of his prior report on this same general subject, the Superintendent presented the following report:

In a report of June 16, 1966 which was a survey of coaches' salaries in surrounding communities, the Superintendent recommended that salary increases be considered for certain classifications to bring our schedule more nearly in line with those surveyed. The Superintendent recommends the following increases in those classifications:

	Present Salary	*Recommended*
Athletic Director	$1,200	$1,600
Varsity Football	1,200	1,500
Jr. Varsity Football	600	800
Track	1,200	1,500
Elementary Basketball	250	300
Elementary Baseball	175	300
Girls' Athletics	1,000	1,200

The annual cost of these increases would be:

	Number	*Increase*	*Total Cost*
Director	1	400.	400
Varsity Football	2	300	600
Jr. Varsity Football	6	200	1,200
Track	2	300	600
Elementary Basketball	12	50	600
Elementary Baseball	12	125	1,500
Girls' Athletics	2	200	400

The overall total annual cost would be $5,300.

Respectfully submitted, /s/ John M. Tobin
Superintendent of Schools

On motion by Mr. Duehay, seconded by Mrs. Ackermann it was voted that the foregoing report be placed on the "calendar".

On motion by Mr. Duehay, seconded by Mr. Solomons it was voted to make part of the minutes the following communication from the City Manager; to Simeon Domas, Administrator Mass. School Building Assistance Commission:

Simeon Domas, Administration Oct. 24, 1966
Mass. School Building Assistance Commission
88 Broad Street
Boston, Mass.

Dear Mr. Domas:

John H. Corcoran, my Assistant City Manager, has filled me in on the meeting which you held with John Tobin, Superintendent of Schools and him this morning.

I am pleased to learn that we now have your approval on the following three schools:

Houghton School
Putnam-Thorndike School
Russell School

I am instructing our architect to proceed with dispatch on the planning at the Houghton School. The other two school projects will require approval of the State Legislature for certain land taking that will be necessary. As soon as this authorization is granted it is our intention to move as quickly as circumstances will permit.

I would appreciate your working with John Tobin and John Corcoran to the end that we complete this school building program as expeditiously as possible. If your department requires special applications, I would appreciate your so notifying John Corcoran in order that we might comply with all necessary paper work procedures.

Once again our sincere thanks for your approval and your continuing interest

very truly yours,

/s/ JOSEPH A. DeGUGLIELMO
City Manager

REPORTS OF COMMITTEES

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to approve the following report of the Committee on Buildings & Grounds and adopt the recommendations contained therein:

COMMITTEE ON BUILDINGS & GROUNDS
Meeting of Oct. 27, 1966

Members present: Mr. McMahon, Chairman, Mr. Duehay, Mr. Fitzgerald.

The following reports were received relative to fire damage, breaking and entering and theft from the schools indicated:

War Memorial:	Sept. 28 Overload in electrical circuits caused fire in the coils in the electrical room. City Electrician will repair damage.
Longfellow School:	Oct. 10. Microphone for public address system stolen from Master's Office.
Fletcher School:	Four windows broken over weekend.
Rindge Tech:	Six windows broken over weekend.
Harrington:	Twenty panes of glass broken Saturday night. Vandals stole two loud speakers from outside kindergarten area. Estimated damage about $550.
Haggerty School:	Sept. 26. Over weekend platform step on Lawn St. side of building completely covered with writing of names of former students. Oct. 11. Pane of glass broken in door and door unlocked. Nothing disturbed.

	Oct. 13: Building again entered between 4:15 p.m. and 7:30 p.m. through same door and window further broken and desk drawers in several classrooms were opened. Again, the same evening after the custodian had left at 11 p.m. the door was again broken open and several classrooms were visited and a quantity of school supplies were stolen.
	Oct. 24. School again entered by forcing door leading from the playground. Nothing was taken or disturbed.
Fitzgerald School:	Oct. 18. Two outside speakers stolen from kindergarten wing. Wires were cut and bolts backed off that had secured the speakers to brackets. This had to be done by someone with the aid of a ladder.

It was voted to recommend that the School library at the Peabody School be named the "Raymond G. D'Arcy Library" and that the Peabody PTA be granted permission to erect a nine inch plaque with the words "Raymond G. D'Arcy Library, Master 1950-1965".

A communication was received from the Mass. State Council, Federation of State, County and Municipal Employees, stating that a bill submitted by Anthony Veno, junior building custodian at the War Memorial should be paid at the rate of time and one-half as per the rules of the School Committee rather than at the usual rate of $3.00 per hour paid for work done by custodians for the athletic program. It was voted to recommend that the Mass. State Council be notified that Mr. Veno was not authorized as an employee to perform over-time work by the Chief Custodian as required by the rules of the School Committee.

It was voted to recommend that a communication from the Custodians Union relative to increasing the hourly wage rate from $3.00 per hour to $3.30 per hour be referred to the committee now studying working conditions for building custodians.

It was voted to recommend that the question of whether to appoint a school matron or a nutrition class attendant at the Roberts School be referred to the Superintendent of Schools for recommendation.

It was voted to recommend adoption of a motion presented by Mr. Fitzgerald, seconded by Mr. Solomons at the regular meeting of the School Committee held on October 18, "that for the convenience of teachers and other personnel," permission be granted to install Coca Cola vending machines in the teachers' rest rooms at High & Latin School and Rindge Technical School.

It was voted to recommend that Assistant Superintendent of Schools David Hockman be authorized to advertise for bids to furnish the following equipment for school cafeterias, purchase of said equipment having been approved by the Office of School Lunch Programs:

High & Latin School Cafeteria:

Girls' Cafeteria:	24	Folding Tables
	400	Chrome and Plastic Chairs
Boys' Cafeteria	15	Folding Chairs
	3	Folding Tables
	200	Chairs, chrome with plastic seats and backs
	1	Hot Water Heater and Storage Tank

1 Convection Oven
1 Fryolater
1 Automatic Feed Meat Slicer
Installation of new 2″ gas line

Rindge Technical School Cafeteria:
1 Fryolater

M. E. Fitzgerald School Cafeteria:
Installation of Market Forge Steamer with necessary changes in present equipment.

Respectfully submitted,
Edward M. McMahon - Chairman

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Calendar:

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted on the following roll-call, to adopt the following proposed amendment to Chap. VIII, Sec. 19, Page 36 last paragraph entitled "Departmental Directors": Mrs. Ackermann, Mr. Duehay, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Fitzgerald voting "Nay"; Mr. McMahon and Mr. Olesen "Absent":

PROPOSED AMENDMENT TO CHAP. VIII, SEC. 19, Page 36 last paragraph entitled "Departmental Directors":

There shall be established in the Cambridge School Department the position of Director of School Public Relations, who shall be directly responsible to the Superintendent of Schools and shall work cooperatively with the School Committee, the Superintendent and the staff in general.

Duties: To provide copies of the Agenda of the School Committee for all members of the press who have indicated an interest in covering the meetings; to maintain close liason with the editors, editorial writers and reports of the local and area press; to be familiar with the problems as well as the operations of all news media; to cooperate with and help channel to the press pertinent news from designated members of the personnel who serve as Press Representatives for the schools; to make available both professional and student talent for a Speaker's Bureau as requested by community groups and organizations; to interpret the accomplishments and the needs of the schools at the request of the Superintendent; to foster cooperative endeavor between the schools and the community; to maintain complete files relating to public school information; to provide photographic services as required for school news media; to publicize all special events of educational value in which the public is involved, e.g., Open House Ceremonies, National Education Week, etc.; to assist the staff in preparing professional writing for State and National Publications; to provide assistance in the preparation of School Department publications not of a general public nature, e.g., teacher recruitment and kindergarten brochures, etc.; to provide editorial assistance in the preparation of formal reports requested of Schools; to be responsible for the publication of accurate, timely topics about the schools at appropriate times during the year; to perform any other duties assigned by the Superintendent of Schools.

Qualifications: A Master's Degree from an accredited College or University.
A minimum of 7 years full time teaching experience.

An awareness of what constitutes good public relations material and information.

An ability to estimate in others a sense of responsible public relations attitudes in order to present a favorable public image of the schools.

A demonstrated experience in the writing and publication of any material directly concerned with education.

A personality to get along well with all members of the personnel, parents, children and news media.

An ability to conduct surveys, take samplings and make community studies.

A capacity to carry out all duties listed aforementioned.

Method of Appointment: The Superintendent shall appoint a committee of five members of the professional staff of the Cambridge School Department who shall screen all applicants for the position of Director of School Public Relations and they shall report their findings to the Staff Board of Examiners. The Staff Board of Examiners evaluate these findings and report to the Superintendent of Schools, who shall make his recommendation to the School Committee.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the Superintendent's recommendation presented at the meeting of October 18, 1966 "That Mary S. Melnick, teacher at the Abraham Lincoln School, be appointed Master's Assistant for the Abraham Lincoln School in accordance with the rules": Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. McMahon and Mr. Olesen "Absent".

Tabled Matters:

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted to take from the table the proposed amendment to the rules presented by Mr. McMahon, that Chap. VIII, Sec. 19 paragraph entitled "Requirements for Major Positions" be amended by adding "Recruitment of candidates for promotional examination for major positions shall be confined to the professional staff of the Cambridge public school system". On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that this proposed amendment be placed on file.

NEW BUSINESS

Vice-Chairman Fitzgerald in the chair.

Mayor Hayes presented the following proposed amendment to Chap. XIX: 1) Student groups which desire to rent auditoriums should channel their requests to the Secretary of the School Committee through an appropriate administrative officer of the college or university who has indicated willingness to take responsibility for the proper use of the facility. Universities desiring such arrangements shall indicate to the Cambridge School Committee which administrative officer will act as liaison with the Secretary of the School Committee. In each request the administrative officer so designated shall certify to the Secretary of the School Committee that adequate facilities cannot be arranged at the University or College. The Secretary of the School Committee shall then grant the request subject to the conditions outlined below: 2) The Cambridge School Committee, recognizing that the expression of controversial and unpopular views is protected by both the Federal and State constitutions, will grant the use of its facilities for such educational, recreational, social, civic, philanthropic and like purposes as it deems for the interest of the community, in a reasonable and nondiscriminatory manner, equally applicable to all and administered with equality to all.

Mr. Duehay moved to amend Mayor's Hayes proposed amendment to the rules by striking out in the third line the word "such" in the fourth line the words "as it deems for the interest of the community" so that the proposed amendment in its entirety shall read as follows:

1) Student groups which desire to rent auditoriums should channel their requests to the Secretary of the School Committee through an appropriate administrative officer of the college or university who has indicated willingness to take responsibility for the proper use of the facility. Universities desiring such arrangements shall indicate to the Cambridge School Committee which administrative officer will act as liaison with the Secretary of the School Committee. In each request the administrative officer so designated shall certify to the Secretary of the School Committee that adequate facilities cannot be arranged at the university or college. The Secretary of the School Committee shall then grant the request subject to the conditions outlined below: 2) The Cambridge School Committee, recognizing that the expression of controversial and unpopular views is protected by both the Federal and State constitutions, will grant the use of its facilities for educational, recreational, social, civic, philanthropic and like purposes in a reasonable and nondiscriminatory manner, equally applicable to all and administered with equality to all.

The chairman ordered Mayor Hayes' proposed amendment to the rules and Mr. Duehay's amendment thereto placed on the 'calendar as required by the rules.

Mayor Hayes in the chair.

On motion by Mr. Duehay, seconded by Mr. Solomons it was voted that the foregoing two proposed amendments to the rules, be referred to the City Solicitor with the request that he render an opinion as to whether either or both said amendments are proper and legal.

On motion by Mrs. Ackermann, seconded by Mr. Duehay it was voted to adopt the following Order:

WHEREAS: By previous vote of the School Committee, the new school buildings are to include facilities for mentally retarded children and

WHEREAS: Tremendous advances have been made in the last few years in the methods and techniques of educating these children.

WHEREAS: The Cambridge schools have led in this field in the past:

Therefore be it

ORDERED That the Superintendent prepare for the consideration of the School Committee plans for facilities and equipment for the mentally retarded to be included in these new schools, which will embody the best and most imaginative in up-to-date techniques for these children.

On motoin by Mr. Solomons, second by Mr. Fitzgerald is was voted to convene in executive session.

EXECUTIVE SESSION

Petition was received from Edward Correia, printing teacher in the Boys' Vocational School, requesting an adjustment in his salary. Mr. Correia appeared and presented his reasons for the adjustment. At the conclusion of the hearing it was voted on motion by Mr. Fitzgerald seconded by Mr. Solomons that the hearing be closed.

The Superintendent recommended that the matter of beginning salary for Shop Teachers be referred to the Staff Council on Personnel Development for study and report to the School Committee in executive session. On motion by Mr. Duehay, seconded by Mr. Solomons it was voted to adopt the Superintendent's recommendation.

Communications were presented from Catherine L. Good, teacher at the High & Latin School, and candidate for the position of Headmaster's Assistant-Home Economics at the High & Latin and from Mary L. O'Connor chairman of the Board of Examiners for the position of Headmaster's Assistant-Home Economics and from Daniel A. Lynch, attorney for Miss Good, all in connection with an appeal of the mark awarded Miss Good in the examination for the aforementioned position.

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to adopt a recommendation by the Superintendent that the matter of an appeal of the written examination mark awarded Catherine L. Good, candidate for the position of Headmaster's Assistant in charge of Home Economics at the Cambridge High & Latin School, be referred to the Superintendent for appropriate action in accordance with the Rules of the Cambridge School Committee.

The Superintendent announced that if there was no objection he would issue the following directive in connection with Miss Good's appeal:

> The Board of Examiners for the position of Headmaster's Assistant in charge of Home Economics at Cambridge High and Latin School will, as required by The Rules of the Cambridge School Committee—
>
> > Conduct a review of Catherine L. Good's written examination grade as she has requested and determine the final evaluation for such written examination.
> >
> > 2) After the final review has been completed, submit in writing to the School Committee the grades received in each category of evaluation and the total points earned by each of the candidates.
>
> The Board of Examiners are directed to send to the person requesting the review a copy of the questions involved in the examination as well as a copy of the answers furnished by the candidate.
>
> At the conference requested for the review of the written examination there shall be present only the members of the aforesaid Board of Examiners, and the candidate who requested said review, i.e., Miss Catherine L. Good.

On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted to adopt a report submitted by the Superintendent, that having learned with great pleasure that November 1 is the natal day of Committeeman George F.

Olesen, Jr., who has had to absent himself from this meeting because of illness, that the School Committee extend to Mr. Olesen their sincere best wishes for a happy birthday and to express the hope that these greetings find him fully recovered to good health.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to convene in regular session.

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted to ratify and affirm the votes taken in executive session.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to adjourn;

ADJOURNED.

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE

(Official Report

Regular Meeting:

Tuesday, November 15, 1966

Members present: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Olesen, Mr. Solomons and Mayor Hayes.

Mayor Hayes in the chair.

Question came on approval of the minutes of the last regular meeting. The Secretary stated that Mr. Fitzgerald's name was inadvertently omitted as being present at the last regular meeting. On motion by Mr. Solomons, seconded by Mrs. Fitzgerald, it was voted that the minutes of the regular meeting of November 1, 1966 be approved as corrected.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons it was voted to place on file a communication from Mrs. Mary T. Farren relative to facilities in new buildings for retarded children.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to accept with pleasure an invitation received from the Director of Veterans' Services to attend a memorial ceremony commemorating the third anniversary of the assassination of our late beloved President, John Fitzgerald Kennedy, at the John F. Kennedy Apartments for the Elderly, 55 Essex Street, Cambridge, on Sunday morning, Nov. 20, 1966 at 10:00 a.m.

SUPERINTENDENT OF SCHOOLS
(Reports and Recommendations)

On motion by Mr. Fitzgerald, seconded by Mr. Solomons it was voted to adopt the Superintendent's recommendation that the names of Elaine Littlefield and Patricia M. Murphy be added to the list of applicants approved for evening school positions.

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that having filed the proper forms required by the rules of the School Committee, Mrs. Margaret A. Healy, teacher at the Webster School, be granted Maternity Leave of Absence from January 1, 1967 to September 1, 1968 in accordance with the rules of the School Committee.

The Superintendent recommended that M. Dorothea Murray, recently appointed Headmaster's Assistant in Mathematics at High & Latin School, be placed on the second step of the ratio salary schedule for the position which she holds (at $10,800.00 per year) effective October 5, 1966, inasmuch as the salary for the first step for this position would constitute a reduction in salary for Miss Murray. On motion by Mr. Olesen, seconded by Mr. Solomons it was voted to suspend the rules for the purpose of taking action on the Superintendent's recommendation. On motion by Mrs. Olesen, seconded by Mr. Solomons it was voted on the following roll-call to adopt the Superintendent's recommendation that Dorothea Murray, Headmaster's Assistant in Mathematics at High & Latin School, be placed on the second step of the ratio salary schedule for the position which she holds, at $10,800.00 per year, effective October 5, 1966: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. McMahon "Absent".

The chairman ordered laid on the 'calendar' as required by the rules the Superintendent's recommendation that the following text books be approved for use in the Cambridge public schools:

Published by Laidlaw Brothers:

Laidlaw English Program—1967 Edition by Shane et all: Books 2 through 6
Using Good English, Books One and Two

Published by St. Martin's Press, Inc.

Patterns for Teaching of Science by Massey
Teaching the Subjects in the Social Studies, by Moore & Owen
The Great Adventurer, by Albion-Meek
Four Ages of Man, Macpherson
Shakespeare's Julius Ceasor (paper)
Steps to Better English, by Jackson
Learning English, by Penner & McConnell
Passeport Au Francais, by Curran
Invitation A Lire, Lalande and Lalande
Machine Shop (Theory & Practice) by Hallett
Automotive Mechanics, Principles & Operation by McGuffin
Hand and Machine Woodwork, by Miller
Basic Electricity, Theory and Practice, by Shoultz
Introduction to Technical Drawing, by Stirling
Basic Sheet Metal Work, by Wilkinson
General Shop Work, by Ashecroft

There being no objection the chairman ordered placed on the 'calendar' the Superintendent's report on Educational Specifications for the Houghton School, copies of same having been forwarded to the City Manager and to the School Building Assistance Commission:

SUBJECT: Educational Specifications for the New Houghton School

In any consideration of educational requirements for a new school, the Superintendent and the School Committee consider the population trends over the past five years; the anticipated trend over the forseeable future: the experience drawn from the planning, construction and use of new schools built in the City of Cambridge in recent years; the anticipated educational trends; the consensus of the citizens in regard to the needs of the community; the fiscal position of the city.

An analysis of the records at the Houghton School over the past five years indicates a slow decline in the pupil enrollment. However, our experience with the four new elementary schools constructed in the last ten years has shown the effect of each new school in attracting families with children to that neighborhood, in transfers of children to that neighborhood, in transfers of children to the new public school who have been attending non-public schools, in attracting non-residents to request admission for their children. The latter has in every case caused the new schools to be taxed to the extent that special purpose rooms, such as science, home economics, library and the like, have been used as classrooms.

Likewise there is the intent of changing the boundaries of the present Houghton district to overcome a problem of what legally is a racially imbalanced school, but one so close to what is legally perfect balance that the parents of children in that school and the citizens of the City of Cambridge pridefully refer to it as their school and refuse to accept offers of a transfer to other public schools in Cambridge.

Examining the overall pupil enrollments in the public schools of Cambridge during the last ten years indicates very slight changes. A forecast of the Planning Board for the next ten years foresees only a slight increase.

The educational trend in class size in all schools has been downward. The citizens of Cambridge have supported that policy. The present rule of the Cambridge School Committee is that the optimum class size in grades Kdgn, through six is 26 and the maximum, 34. In grades 7 and 8 the optimum is 30 and the maximum is 38.

In the four new elementary schools in the City of Cambridge constructed in the last four years with the support and at the urging of the citizens there were provided in each separate auditoriums, cafeterias and gymnasiums; grouping of facilities in such a manner that those which lend themselves especially to after-school use by the community would be centrally located; extensive support for an expansion of the "hot lunch" program to all schools.

There continues in our City a well supported request for the "Community School" concept and for the immediate expansion of the "hot lunch" program to all existing schools.

The City Council and the City Manager have approved the construction of the Houghton and two other new elementary schools as being within the fiscal limitations of the tax structure.

In designing the school to meet the educational requirements, the architect should consider the following in each case:

A. CLASSROOMS

1. General

Planning should include chalkboards and tackboards and one book unit for reference books which can be easily raised or lowered to meet any changes in the grade assigned to a room. In the lower grades tackboard space should exceed chalkboard and decrease as the grade level increases. Tackboard, chalkboard and book units should be standard for all rooms to permit ease of change between rooms. Locked cabinet and open shelf space with counter top should be provided. A closet for the teacher's personal effects and storage, a sink with provision for a drinking fountain, a ventilated wardrobe for pupils' outer garments, a clock, a television screen, electrical outlets at both front and rear, map rails, separate "on-off" switches for each row of lights, fireproof acoustical ceiling tile, effective shades to permit darkening of rooms for use of projectors.

2. Special

a. Remedial Reading (2 rooms)
Extensive shelves for display of books and magazines. Furniture of varying heights to accommodate small groups of different age levels. Smaller in floor area because optimum number of each group would be 5.

b. Pre School and Kindergarten

Storage space to accommodate supplies and equipment such as trucks, tricycles, paper up to 12″ x 18″, etc.; furniture which will provide for individual work and for group use; entry to and exit from room on ground level; heating unit under floor; floor tile design to provide for games. Pre school classes with an optimum of 15 pupils and kindergarten classes with an optimum of 26 pupils will require large floor space because of nature of the instruction.

c. Retarded Children (5 Rooms)

(1) One room-provide for trainable children in the age group of 7 to 19 yrs.

(2) One room-provide for readiness class for children between 5½ and 8 years.

(3) One room for special class groups of retarded children between the ages of 8 yrs. to 12 yrs.

(4) One room for special class group of retarded boys between the ages of 12 and 16 yrs.

(5) One room for special class group of retarded girls between the ages of 12 and 16 yrs.
Optimum grouping will be limited to 15 pupils in each class for instruction in basic subjects. Children would make use of other specialized facilities of the new school such as the gymnasium, music rooms, science room, auditorium, cafeteria, language laboratory, Industrial Arts and Home Economics. Policy would be to have these pupils join with other pupils in specialized areas to the extent of each retarded pupil's capability. Adjacent toilet facilities should be provided for the rooms housing the two younger groups. More extensive use of concrete objects and of audio visual aids for instructional purposes would require more storage, more usable floor space and greater accessibility of electrical outlets than in the regular classrooms.

B. HOMEMAKING

Provision for instruction in sewing, dress making, food preparation, routine home care.

C. INDUSTRIAL ARTS

Provision for instruction in woodworking, plastics, light metal shaping, soldering, minor home repairs (such as wiring lamps, using small power tools, changing washers on water faucets, etc.)

D. LIBRARY

Shelving to accommodate maximum possible books, student carrels for individual study with some equipped for listening to music; four speed phonographs and space for records; tables to seat pupils of different age levels.

Adjoining office with space for librarians, clerk-typist, and work space for book repair and storage of audio-visual equipment.

E. LANGUAGE LABORATORY

30 student carrels and master console with adjacent storage space for tapes and records. Suggest possibility of locating this facility adjacent to Library.

F. SCIENCE ROOM

Worktables and sinks with all utilities, one "hood", an emergency shower; provide for 30 students. Adjacent space for storage of chemicals and preparation and storage of projects. Locked cabinets around room for safekeeping and storage of equipment.

G. MUSIC ROOMS

Soundproofed for use in individual and small group instrumental instruction. Preferably adjacent to auditorium so that they can be used after school as Dressing Rooms.

H. AUDITORIUM

Fixed seats on sloping floor; deep stage with side curtains; dimmer board with colored lights; movie projection screen with motor to raise or lower as needed; small projection booth in rear for use with 16 m.m. educational films.

I. GYMNASIUM

Motor driven folding door to permit separation into boys' and girls' sections; provision for corrective gym instruction; scoreboard; independent audio system; either sliding or fixed bleachers; storage for large equipment.

J. LOCKER ROOMS AND SHOWERS

Lockers provide basket lockers for 800 students which can be recessed into storage space and locked.

Lockers for 60 students of size necessary to store clothing worn in school. Lockers for 50 adults for size to store outer and inner garments.

Individual dressing cubicles and enclosed showers for 40 females. Gang showers for males.

K. CAFETERIA

Equipped with folding table and chair units, water coolers, good natural light.

L. KITCHEN

To provide for storage of perishables and dry foods, loading platform and driveway for trucks, garbage disposal, proper ventilation.

Sufficient to provide for preparing lunches for pupils at the Houghton and also at the Webster.

Small apartment style kitchen and storage for use by adult groups after school hours.

Floor plan provide for movement to truck loading platform of mobile racks and units to transport food to other school noted.

M. GENERAL PURPOSE ROOM

Designed for use with group of varying sizes up to maximum of 60. Will provide for large group instruction in basic subjects, choral practice and orchestra practice, art instruction, audio-visual room, small after school meeting room.

As a guide in the planning the chart which follows details the number and type of facilities required, the approximate floor space of each unit and any special considerations:

Required Number	TYPE	Floor space of each unit	
5	Special Class Room	1,000 sq. ft.	2 with adjacent toilets
2	Pre School	1,000 sq. ft.	with adjacent toilets
3	Kindergarten	1,200 sq. ft.	with adjacent toilets and storage
4	Grade 1	1,050 sq. ft.	
4	Grade 2	960 sq. ft.	
4	Grade 3	960 sq. ft.	
4	Grade 4	960 sq. ft.	
3	Grade 5	960 sq. ft.	
3	Grade 6	960 sq. ft.	
3	Grade 7	960 sq. ft.	
3	Grade 8	960 sq. ft.	
2	Remedial Reading	960 sq. ft.	
1	Homemaking Room	1,800 sq. ft.	
1	Industrial Arts	1,800 sq. ft.	
1	Library	3,000 sq. ft.	with adjacent office and workroom and with space for storage and issuance of audio-visual equipment and materials
1	Science	1,500 sq. ft.	with adjacent project area
2	Music Practice Rooms	108 sq. ft.	
1	Health Suite	1,000	with common waiting room and separate offices for doctor, dentist and nurse.
1	Administration Suite	1,200 sq. ft.	with Master's Office, outer office with provision for secretary, storage space, conference room, and toilet
1	Guidance Suite	500 sq. ft.	with Counselor's Office and outer office
1	Auditorium	2,500 sq. ft.	to seat 300
1	Cafeteria	2,400 sq. ft.	to seat 250
1	Kitchen	1,600 sq. ft.	with separate facilities
1	Locker Room and Showers		for community use
1	Gymnasium	6,000 sq. ft.	

1	Language Laboratory	1,200 sq. ft.	with adjacent storage space
3	Teachers' Rooms		Each room designed to provide work space, shelving for reference books and magazines, small unit for light food storage and preparation and toilet facility. One room for women teachers in pre-school thru grade three One room for women teachers in grades 4 thru 8 One room for men teachers in grades 4 thru 8
1	Office for Custodians	200 sq. ft.	Provided with shower, toilet and clothes storage lockers.
1	General Purpose Room	1,500 sq. ft.	Provide for music and art instruction with storage space for supplies and equipment.
1	Office for Matron and /or Janitress	100 sq. ft.	Provision for clothes storage.
1	Art Room	1,000 sq. ft.	Provide for natural light and storage of art supplies.
1	Music Room	1,200 sq. ft.	Provide for storage space for music and instruments with some attention to soundproofing.

There are certain general considerations which should be considered:

1. Classrooms should be planned with soundproofed partitions which will provide the necessary flexibility for large, intermediate and small group instruction.
2. The buildings shall be planned compactly on an urban scale to utilize the tract efficiently.
3. Basic utilities should provide a reasonable safety factor for expansion.
4. Facilities which would be used after school hours should be grouped in one unit which could be closed off from the rest of the school.
5. Zone heating should be included.
6. The administrative offices, the health suite, the guidance offices, the Library, the Conference Room, the Cafeteria, the Auditorium, the Gymnasium, the Industrial Arts Room, and the Home Economics Room should be centrally located.
7. Consideration should be given to providing separate sections with adjacent play areas for kindergarten, primary grades and upper grades.
8. The installation of a burglar alarm system, a fire detection system and/or a sprinkler system and unbreakable window glass merit consideration.

9. The appearance of the building must receive consideration.
10. Materials which require a minimum of maintenance should be used on the inner walls and floors.
11. Installation of air conditioning as part of ventilating and heating system should be seriously considered since the school year and the use of school buildings extends more and more over a twelve-month period.
12. Consideration should be given to incorporating in the design of the school provisions for its use as a shelter in the overall planning for for Civil Defense.

The educational specifications detailed in the presentation are not complete in every detail. They are intended to provide the architect with the basic overall requirements as a framework within which he will have freedom to present his recommendations for consideration and for final approval.

John M. Tobin

Superintendent of Schools

There being no objection the chairman ordered placed on the 'calendar' bids received for furnishing office furniture and equipment for School Department Administrative Offices.

There being no objection the chairman ordered made part of the minutes the following report from the Superintendent relative to positions offered to personnel of the Cambridge Public Schools under the provisions of the Elementary and Secondary Education Act, Title I, Public Law 89-10:

> The After School Centers Program will re-open as soon as it has been funded.
>
> Each center will be open four days a week from 3:30 p.m. to 4:30 p.m. and from 6:30 p.m. to 8:30 p.m. for a total of three hours per day, four days a week, Monday through Thursday.
>
> Applications may be procured at the office of the Headmaster or Master of the school in which the applicant is located.
>
> The following positions are available:
>
> Project Director: 1 position, $8. per hr. 12 hours per week
> Guidance Supervisor: 1 position, $7 per hour, 12 hours per week
> Enrichment Supervisor: 1 position, $7 per hour, 12 hours per week
> Center Supervisor: 6 Positions, $7 per hour, 12 hours per week
> Reading Teacher: 12 positions $6 per hour, 12 hours per week
> Mathematics Teacher: 6 positions, $6 per hour, 12 hours per week
> Science Teacher: 6 positions: $6 per hour, 12 hours per week
> Art Teacher: 6 positions, $6 per hour, 12 hours per week
> Music Teacher: 6 positions, $6 per hour, 12 hours per week
> Librarian: 6 positions, $6 per hour, 12 hours per week
> Guidance Counselor: 6 positions, $6 per hour, 12 hours per week
> Bookkeeper: 1 position, $3 per hour, 40 hours per week
> Clerk-Typist: - position, $2 per hour, 40 hours per week
> Clerk-Typists: 6 positions, $3 per hour, 12 hours (includes night hours)
> Teacher Aides: 18 positions, $1.75 per hour, 12 hours per week.

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to place on the 'calendar' the following report on Guidance Services Available to all Pupils:

GUIDANCE SERVICES AVAILABLE TO ALL PUPILS

Facilities are offered by the Cambridge School Department for any pupils from kindergarten through grade twelve requiring aid or assistance in educational or social adjustment. All services within the Cambridge Public Schools are available to individual pupils without charge. These services include city-wide testing program, guidance counseling, psychological and psychiatric evaluation; instruction for the academically talented, the retarded, the physically handicapped in school and at home, and for those children with speech, hearing, reading and visual defects.

Any parent or teacher, through the master or counselor, may refer a pupil for individual study to the Bureau of Pupil Services.

SERVICES AVAILABLE

I. Counseling Service

Grades 7 and 8 (all schools)

a) Group guidance conducted by Masters and Teachers
b) Individual guidance counseling is provided for pupils in grades 7 and 8, by the counselor assigned to the school.

C.H.L.S. — Six full time guidance counselors

R.T.S. — Three full time guidance counselors

Vocational Schools — One full time guidance counselor

II. Psychological Service

Group Tests

Annual testing program in all schools

Individual Tests

Intelligence and Achievement
Interest and Aptitude
Personality

III. Psychiatric Service

Two qualified M.D.'s who are specialists in child psychiatry are available by appointment for the diagnosis and treatment of emotionally maladjusted children. One or both parents must accompany the child. Time is also arranged for teacher and counselor conferences.

IV. School Adjustment Counselor Service

A School Adjustment Counselor is assigned to help children who have school adjustment problems. He also works closely with their parents in the home and with their teachers in the schools.

V. Instruction for Exceptional Children

Special classes are provided for the following groups of children.

1. **Displaced**

    Foreign Classes

    For new arrivals in this country unable to speak English.

    Agassiz School
    Harrington School
    Longfellow School
    Thorndike School

2. **Academically Talented**

    (Grades 6 through 12)

    Harrington School
    Peabody School
    Cambridge High and Latin School

3. **Mentally Retarded**

    a. **Educable**

    Readiness

    Russell School
    Webster School

    Elementary Classes

    Harrington School
    Peabody School
    Roberts School
    Thorndike School
    Webster School

    Intermediate Classes

    Houghton School
    Longfellow School
    Roberts School

    b. **Trainable**

    Roberts School
    Thorndike School

    c. **Adjustment Class**

    Agassiz
    Roberts

4. **Physically Handicapped**

    a. Health Classes (For children who require a modified program because of poor health or adjustment.)

    Roberts School

    b. Home and Hospital Instruction (For those confined to home or hospital due to physical or emotional problems.)

Individual instruction at all grade levels.

Note: Medical certificate required by State.

c. **Lip-reading Instruction** (For those with hearing defects.) Teacher visits all schools and instructs children individually and in small groups.

d. **Speech Instruction** (For those in need of corrective speech training.)

Three therapists are assigned to specific schools to help children individually and in small groups.

e. **Sight Saving** (For the partially sighted.)

Cambridge shares with Arlington and Lexington the services of a teacher who works individually with partially sighted children in their schools. She also works with the parents and teachers of these children.

Additional services provided by the Cambridge Schools.

1. **Remedial Reading Instruction** (For children of at least average intelligence who have a reading disability.)

A remedial reading teacher works with children individually and in small groups.

M.E. Fitzgerald School
Fletcher School
Haggerty School
Harrington School
Houghton School
Longfellow School
Morse School
Putnam School
Roberts School
Russell School
Webster School

2. **Development Reading Program**

Secondary School level

Cambridge High and Latin School
Rindge Technical School

REPORTS OF COMMITTEES

On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted on the following roll-call to approve the report of the Committee on Buildings & Grounds, set forth in its entirety below, and adopt the recommendations contained therein: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. McMahon "Absent":

Committee on Building & Grounds

Present: Mr. Fitzgerald, Acting Chairman
Mr. Duehay
City Manager Joseph A. DeGuglielmo

Superintendent of Public Works Ralph Dunphy
Superintendent of Recreation Paul Cowles
Asst. Supt. of Schools Edward Conley

Your committee conferred at great length with the City Manager and his Department Heads concerning the unsightly condition of the play areas surrounding some of our public schools. At the conclusion of the hearing it was voted to recommend that the Chief Custodian, Superintendent of Recreation and Superintendent of Public Works arrange a meeting and determine the departmental responsibility of areas surrounding the various public school buildings and to determine if it would be feasible to have the Department of Public Works, in conjunction with the Department of Recreation, take over the supervision, care and upkeep of all of these areas.

It was voted to recommend that the City Manager convey to the Superintendent of Public Works the School Committee's sincere appreciation for the excellent work performed on the grounds of the High & Latin School and Rindge Technical School.

It was voted to recommend that the Department of Recreation be requested to erect an electric football score board at Russell Field and that the cost of same be charged to the High School Athletic Fund.

Respectfully submitted

JAMES F. FITZGERALD

Acting Chairman

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Calendar:

On motion by Mr. Duehay, seconded by Mrs. Ackermann, it was voted on the following roll-call to adopt the Superintendent's report and recommendation, presented at the meeting of Nov. 1966, that salaries for athletic classifications set forth below be increased as indicated, effective September 1, 1966:

	Present Salary	Recommended Salary
Athletic Director	$1,200.	$1,600.
Varsity Football	1,200.	1,500.
Jr. Varsity Football	600.	800.
Track	1,200.	1,500.
Elementary Basketball	250.	300.
Elementary Baseball	175.	300.
Girls' Athletics	1,000.	1,200.

Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. McMahon "Absent".

Question came on a proposed amendment to the rules of the School Committee, Chap. XIX, relative to use of school facilities, presented by Mayor Hayes at the meeting of November 1, 1966 and a proposed amendment to Mayor Hayes amendment, presented by Mr. Duehay, both amendments being set forth below:

Mayor Hayes proposed amendment to Chap. XIX of the Rules of the School Committee: "1). Student groups which desire to rent auditoriums should channel their requests to the Secretary of the School Committee through an appropriate administrative officer of the college or university who has indicated willingness to take responsibility for the proper use of the facility. Universities desiring such arrangements shall indicate to the Cambridge School Committee which administrative officer will act as liaison with the Secretary of the School Committee. In each request the administrative officer so designated shall certify to the Secretary of the School Committee that adequate facilities cannot be arranged at the University or College. The Secretary of the School Committee shall then grant the request subject to the conditions outlined below: 2) The Cambridge School Committee recognizing that the expression of controversial and unpopular views is protected by both the Federal and State constitutions, will grant the use of its facilities for such educational, recreational, social, civic, philanthropic and like purposes as it deems for the interest of the community, in a reasonable and nondiscriminatory manner, equally applicable to all and administered with equality to all."

Mr. Duehay moved to amend the foregoing proposed amendment by striking out in the fourth line the word "such" and in the fifth line the words "as it deems for the interest of the community".

Vice-Chairman Fitzgerald in the chair.

Mr. Duehay moved, seconded by Mrs. Ackermann, to further amend Mayor Hayes' proposed amendment to the rules, by adding "The School Committee recognizes its responsibility to determine whether the appearance of any speaker or any program will create injury to the public well being and to deny use of the facilities in such cases." A motion by Mrs. Ackermann, seconded by Mr. Solomons, to lay on the table the proposed amendment to the rules and the proposed amendments thereto, failed of adoption on the following roll-call: Mrs. Ackermann and Mr. Solomons voting "Yea"; Mr. Duehay, Mr. Olesen, Mayor Hayes and Vice-Chairman Fitzgerald voting "Nay"; Mr. McMahon "Absent". On the following roll-call it was then voted to adopt the proposed amendment to Mayor Hayes' proposed amendment to the rules that "The School Committee recognizes its responsibility to determine whether the appearance of any speaker or any program will create injury to the public well being and to deny use of the facilities in such cases": Mrs. Ackermann, Mr. Duehay, Mr. Olesen and Mayor Hayes voting "Yea"; Mr. Solomons and Vice-Chairman Fitzgerald voting "Nay"; Mr. McMahon "Absent". On the following roll-call the proposed amendment to Mayor Hayes' proposed amendment to the rules by striking out in the fourth line the word "such" and in the fifth line the words "as it deems for the interest of the community" failed of adoption: Mrs. Ackermann, Mr. Duehay and Mr. Solomons voting "Yea"; Mr. Olesen, Mayor Hayes and Vice-Chairman Fitzgerald voting "Nay"; Mr. McMahon "Absent". On the following roll-call it was then voted to adopt Mayor Hayes proposed amendment to Chap. XIX of the Rules of the School Committee as further amended at this meeting and set forth in detail below: Mr. Duehay, Mr. Olesen, Mayor Hayes and Vice-Chairman Fitzgerald voting "Yea"; Mrs. Ackermann and Mr. Solomons voting "Nay"; Mr. McMahon "Absent".

Chap. XIX of the Rules of the School Committee is amended as follows:

1) Student groups which desire to rent auditoriums should channel their requests to the Secretary of the School Committee through an appropriate administrative officer of the college or university who has indicated willingness to take responsibility for the proper use of the facility. Univer-

sities desiring such arrangements shall indicate to the Cambridge School Committee which administrative officer will act as liaison with the Secretary of the School Committee. In each request the administrative officer so designated shall certify to the Secretary of the School Committee that adequate facilities cannot be arranged at the university or college. The Secretary of the School Committee shall then grant the request subject to the conditions outlined below:

2) The Cambridge School Committee, recognizing that the expression of controversial and unpopular views is protected by both the Federal and State constitutions, will grant the use of its facilities for such educational, recreational, social, civic, philanthropic and like purposes as it deems for the interest of the community, in a reasonable and nondiscriminatory manner, equally applicable to all and administered with equality to all.

3) The School Committee recognizes its responsibility to determine whether the appearance of any speaker or any program will create injury to the public well being and to deny the use of the facilities in such cases.

Mayor Hayes in the chair.

Tabled Matters:

On motion by Mr. Olesen, seconded by Mr. Duehay, it was voted to take from the table the motion "that the Superintendent of Schools be empowered to form a committee consisting of representatives of the public schools and non-public schools to evaluate the feasibility of sharing public school facilities with non-public school students, and further, that the chairman of this committee shall be a member of the Cambridge School Committee to be named by the Vice-Chairman. This committee shall submit its report to the School Committee by the second meeting in October." On motion by Olesen, seconded by Mr. Duehay, it was voted that the motion be placed on file.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to convene in executive session.

EXECUTIVE SESSION

Question came on the certified civil service list of persons eligible to fill six positions of permanent intermittent cafeteria workers. On motion by Mr. Fitzgerald, seconded by Mr. Solomons it was voted on the following roll-call that Catherine C. Sullivan, 35 Brookford Street, Doris J. Gregory, 3 Seventh St., Elise M. Follett, 331 Hurley Street, Eleanor M. McMahon, 5 Vandine St., Mary Witham, 5 Vandine St., and Ida B. Morris, 12 Marcella Street, being the first six applicants on the list to signify their willingness to accent the positions, be appointed permanent intermittent cafeteria workers: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. McMahon "Absent".

The Superintendent reported that Alice G. Nolan, teacher at the Longfellow School will reach the retirement age of 70 years on Jan. 21, 1967 and recommended that the Teachers' Retirement Board be requested for authorization for the continued employment of Miss Nolan until the close of school in June, 1967. On motion by Mr. Solomons, seconded by Mr. Olesen, it was voted to adopt the Superintendent's recommendation.

On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted on the following roll-call to adopt a recommendation of the Director of Physical Education and Athletic Activities, concurred in by the Superintendent, that Stephen Theall and Peter Brown, substitute teachers, be appointed coaches of elementary school basketball at a stipend of $300.00 each for the season: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. McMahon "Absent".

The Superintendent reported that the Cambridge School Department is planning a project for "innovative and exemplary" programs. The program submitted under Title III of the Elementary and Secondary Education Act proposes for a planning staff to look into—

1. Vocational education in order to determine the best way to set up a program for youngsters not ready for regular vocational school as early as the sixth grade.

2. Establishment of special courses for young adults and adults to meet the requirements for the award of a high school diploma.

3. Refinement of a school-home liaison project.

4. Extension of the present adult education program in basic and in vocational education.

The chairman ordered placed on the 'calendar' as required by the rules the Superintendent's recommendation that Spencer C. MacDonald be appointed Planning Director for the development of the Cambridge Title III Program, for a period of six months at a stipend of $7,500 for the six month period.

Assistant Superintendent Conley presented the following corrected notice relative to the position of Director of Mathematics K-12:

Duties: a) Supervision of Mathematics instruction for school system.
b) Revision of mathematics course of study.
c) Membership on Curriculum Committee.
d) Recruitment of qualified teachers of Mathematics.

Salary: $12,200. to $13,720.

Terms of Employment: a) An eleven month year.
b) An eight hour day.

Qualifications: a) A Bachelor's degree with a major in the applicable specialized field plus—
b) A Master's degree
c) Graduate courses must include a minimum of 15 semester hours-credit in the applicable specialized field and an additional six semester hours in either administration or supervision.

Experience: Seven years' experience as a teacher or as a department administrator.

Appointment Procedure: a) Candidate will file a detailed resume of background, education, and experience with the Cambridge School Department.
b) Qualified candidates will be interviewed by the Board of Examiners of the Cambridge School Department.

Applications will be received until January 27, 1967.

On motion by Mr. Fitzgerald, seconded by Olesen, it was voted that the Superintendent of Schools and the Chief Custodian be authorized to excuse civil service employees from reporting for duty on Friday, November 25, 1966 wherever in their opinion they deem it feasible.

On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted that we convene in regular session.

On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted to ratify and affirm the votes taken in executive session.

On motion by Mr. Solomons, seconded by Mr. Olesen, it was voted to adjourn;

ADJOURNED

EDWARD J. O'CONNELL

Secretary of the School Committee

SCHOOL COMMITTEE
(Official Report)

Tuesday, Dec. 6, 1966

Regular Meeting:

Present: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Olesen, Mr. Solomons and Mayor Hayes.

Mayor Hayes in the chair.

On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted to approve the minutes of the meeting of Nov. 15, 1966 as presented.

On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted that the following communication from the City Council be made part of the minutes and copies be sent to the Director of Music and the Headmaster of the High & Latin School and Headmaster of Rindge Tech. School.

— In City Council —

Nov. 28, 1966

Whereas: The coaches and players of the Rindge and Cambridge High and Latin School football teams and the staff and members of the Cambridge High School Symphonic Band furnished such fine competition and entertaining talent for the people of Cambridge at Russell Field on Thanksgiving morning, be it

RESOLVED: That this City Council extends congratulations for an outstanding performance by all concerned.

A true copy, Attest: Thomas M. McNamara
City Clerk

On motion by Mr. Olesen, seconded by Mr. Duehay, it was voted to make part of the minutes the following communication from the Teacher's Retirement Board relative to the continued employment of Alice G. Nolan:

Commonwealth of Mass.
Teachers' Retirement Board

Nov. 23, 1966

School Committee
Cambridge, Mass.

Dear Sirs & Madam:

We acknowledge receipt of your letter dated November 22, 1966, in which you report that at a regular meeting held on November 15, 1966, the Cambridge School Committee voted to request the Teachers' Retirement Board for permission to continue the employment of Miss Alice G. Nolan to the end of the school year in June, 1967.

In accordance with the provisions of Chap. 348 of the Acts of 1954, she may be so employed.

Yours very truly,

/s/Joseph B. Carroll
Executive Secretary

It was unanimously voted to make part of the minutes the following resignation received from School Committeeman Edward M. McMahon:

November 30, 1966

Mayor Daniel J. Hayes, Jr.
Chairman, Cambridge School Committee
1700 Cambridge St.
Cambridge, Mass.

Dear Mayor Hayes:

After serious reflection I have decided that I can no longer carry out my responsibilities as a member of the Cambridge School Committee. Because I believe so very firmly in the young as our greatest natural resource, I necessarily believe that a member of our Committee must be able to devote more time to the problem of our children than I now have or will have in the future.

I therefore, submit my resignation as a member of the Cambridge School Committee in order that those who believed in the programs I sponsored may have a full-time representative on the Committee.

I would be most remiss if I did not thank my colleagues on the Committee for having made my association with them a pleasant one. Although there was disagreement on issues from time to time, there was no difference in purpose, nor was there ever any personal animosity. I am also grateful to the Superintendent of Schools and his staff for the cooperation always afforded me. I am particularly grateful that one of the more rewarding experiences yet known to me was having known the teachers of the Cambridge Public Schools.

Best of all, however, was the opportunity to have had a part in helping the children of this city and to have had a close association with them. The children made every meeting, every effort worthwhile.

I shall be forever indebted and grateful to all of the citizens of Cambridge for giving me the opportunity of serving on their school committee. I wish my successor well. With every good wish, I remain

Sincerely yours,
Edward M. McMahon

It was unanimously voted that the resignation of Edward M. McMahon as a member of the Cambridge School Committee be accepted and in consequence thereof it is herewith declared that a vacancy now exists in the membership of the Cambridge School Committee, and, further, that this Order together with the said resignation be transmitted to the Board of Election Commissioners for appropriate action; and be it further ordered that the Board of Election Commissioners be requested to proceed forthwith to fill the existing vacancy in the manner prescribed by the general laws and also that a copy of the order be forwarded to the City Clerk. A motion to suspend the rules for the purpose of moving reconsideration, failed of adoption.

On motion by Mrs. Ackermann, seconded by Mr. Fitzgerald it was voted to suspend the rules for the purpose of introducing a resolution on the resignation of Mr. McMahon. It was then voted unanimously to adopt the following Resolution:

Whereas: Edward M. McMahon has resigned as a member of the Cambridge School Committee, and

Whereas: The Cambridge School Committee realizes the great loss it will sustain in no longer being able to enjoy his valued services and wise counsel, as well as the delightful personal association which it has prized throughout the three years of Mr. McMahon's membership thereon; therefore be it

Resolved: That the Cambridge School Committee in accepting the resignation of Edward M. McMahon, which it does with the utmost reluctance and regret, hereby tenders to Mr. McMahon its sincere best wishes for a long and useful life in his new endeavors.

SUPERINTENDENT OF SCHOOLS
(Reports and Recommendations)

On motion by Mr. Solomons, seconded by Mr. Duehay it was voted to adopt the Superintendent's recommendation that a communication from the City Manager relative to the replacement of all broken school windows throughout the city, be referred to the Committee on Buildings & Grounds for reply.

On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the Superintendent's recommendation that Judith C. Mullins and Margaret V. Wagner, having been certified by the State Department of Education as teachers of special classes for mentally retarded children, be awarded a stipend of $500.00 over and above their salaries as teachers as provided in the Rules of the School Committee, effective Sept. 1, 1966: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Olesen and Mr. Solomons and Mayor Hayes voting "Yea".

The chairman ordered placed on the 'calendar' as required by the rules the Superintendent's recommendation that the following text books be approved for use in the Cambridge public schools:

PUBLISHED BY ST. MARTIN'S PRESS, INC.

Surreal 3000, by Martel
Autour De La Lune, by Verne
LeTour Du Monde En 80 Jours, by Verne
Vingt Mille Lieues Sous Mers, by Verne
Voyage Au Centre De La Terre, by Verne
Bonnes Vacances, by Topping
Les Duval, by Topping

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to accept the resignation of Louise E. (Terry) Hynes, teacher at the Fletcher School, of Janice D. Mayo, teacher at the Peabody School and of Patricia A. Atkinson, teacher at the Fletcher School, all effective December 31, 1966.

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted that, having filed the proper forms required by the rules, Aloyse C. Hall, teacher at the Agassiz School, be granted Maternity Leave of Absence from December 23, 1966 to September 1, 1967 in accordance with the Rules of the School Committee.

On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted to make part of the minutes the following correspondence between Commissioner of Education and the Superintendent of Schools:

November 23, 1966

Superintendent John M. Tobin
Public Schools of Cambridge
1700 Cambridge Street
Cambridge, Massachusetts

Dear Superintendent Tobin:

At a meeting of the Commonwealth's Board of Education held November 22, racial census returns were examined, and the Members find officially that one public school in the City of Cambridge is imbalanced. We note with interest that the statutory imbalance just falls over the line, in aggregate 50.18. You will find this checked on the enclosed distribution form. You will recall that the finding is in accordance with the specific provisions of Chapter 641 of the Acts of 1965.

You will recall, also, last year's action of the Board in approving the Cambridge plan for the elimination of racial imbalance. Again, in accordance with the Act, an updated version of the plan is required in order that the Board may be appraised of progress to date. The Chairman and Members, again, commend the School Committee for its willingness to seek compliance with a State statute and to provide quality education for all children and youth.

The Board stands ready to render technical assistance in the updating and execution of approvable plans, and I hope you will contact this office if you feel that we can be of help at this time.

Yours very sincerely,
Owen B. Kiernan
Commissioner of Education

November 30, 1966

Dr. Owen B. Kiernan
Commissioner of Education
Department of Education
200 Newbury Street
Boston, Massachusetts 02116

Dear Dr. Kiernan:

One Cambridge public school, the Houghton School, continues imbalanced under the definition of imbalance in Section 37D, Section I of Chapter 648 of the Acts of the Commonwealth 1965.

In my report to you on October 14, 1965, I stated that the Houghton School had a non-white enrollment of 269 in a total school population of 488, an imbalance net of 50. This year the non-white enrollment is 238, the white population is 237, an imbalance of 1.

The Cambridge School Department did initiate an interim policy that would allow any non-white student to transfer to other elementary schools. (Open Enrollment) No such request has been received to this moment. This fact substantiates our belief that the Houghton School is an example of positive integration in the community.

Secondly, white students from other elementary schools were and are granted permits upon parental request to attend the Houghton School. This policy was publicized in the local press.

Thirdly, our plans for a new Houghton School are proceeding. The approved educational specifications for the new school, copy attached, have been forwarded to the architects, Sert, Jackson and Associates. It is our conviction that the new school with redistricting will resolve this problem of imbalance.

It will continue to be the policy of the Cambridge School Department to comply with the Chairman and Members of the Board of Education in our common and continuing effort to achieve quality education for all children.

Very truly yours,
John M. Tobin
Superintendent of Schools

On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted to note in the minutes that notice has been received from the State Department of Education authorizing a special distribution of Federal Funds under the Vocational Act of 1963 to Cambridge for the fiscal year 1966-1967 (Household Arts Dept.) in the sum of $11,704.00.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to adopt the Superintendent's recommendation that the following persons be appointed to serve as the screening committee to screen all applicants for the position of Director of School Public Relations:

John J. Sullivan, Master-Charles G. Harrington School
Margaret L. Doolin, Master-Agassiz School
Robert J. Guest, Teacher-High & Latin School
William J. Joyce, Teacher-Rindge Technical School
John W. Reilly, Master-Fletcher School

On motion by Mr. Olesen, seconded by Mrs. Ackermann, it was voted to adopt the Superintendent's recommendation that since it is planned to continue the Health Class at the Roberts School, that the School Committee apply to the Civil Service Department for a list of persons eligible to fill the position of Nutrition Class Attendant.

REPORTS OF COMMITTEES

On motion by Mr. Olesen, seconded by Mr. Duehay, it was voted to accept the following report of the Committee on Buildings & Grounds and adopt the recommendations contained therein:

Committee on Buildings & Grounds
Tuesday, November 29, 1966

Present: Mr. Fitzgerald, Chairman, Mr. Duehay.

Your committee wishes to report that vandals entered the Harrington School sometime Sunday, Nov. 27 and broke a heavy screen door in the cafeteria storeroom, broke glass in entrance door to auditorium, pulled speaker half off in cafeteria office and committed other vandalism totaling approximately $300; on Nov. 27 vandals entered the Fletcher school and pried open desks and closets in two rooms, the Master's office, teacher's room and supply room, causing damage estimated to be approximately $150; on Nov. 18 vandals entered the Houghton School and set a small fire and although damage was slight with most of the destruction confined to food in the kitchen, there might have been really serious difficulty as papers were placed on top of a gas stove with the burners turned on which caused a quick burning but quick dying fire. A metal railing was pushed into the stair well dislodging cement pieces into which the railing was set.

The Committee on Buildings & Grounds reports that in the very near future they will conduct a systematic inquiry into the cause or causes of the unusual amount of breaking and entering and vandalism being committed in the Cambridge public school buildings and will present their findings at a later date.

On motion by Mr. Duehay, seconded by Mr. Olesen, it was voted to take a short recess for the purpose of allowing the committee and the public present at the meeting to inspect the newly renovated shower and locker rooms at Rindge Technical School.

Time for recess having expired the chairman called the meeting to order.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted that the Committee on Buildings & Grounds consider the advisability of constructing sheet metal hoods over the clothing lockers and to provide a wading pool at the entrance to the showers at Rindge Technical School to prevent the spread of fungi.

There being no objection, the committee referred back to reports and recommendations from the Superintendent.

On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted to adopt (on a roll-call vote) the Superintendent's recommendation that in addition to sums previously appropriated the following amounts be appropriated to the accounts listed below:

Schedule D-3 Fuel	5,000.00
Schedule D-9 Educational & Recreational	5,000.00
Schedule F-1 Teachers' Examinations	600.00
Schedule F-13 Labor & Materials	3,400.00
	$14,000.00

— said sum of $14,000.00 to be provided by transfer from Schedule D-19 Library books; and further, that in addition to sums previously appropriated the sum of $2,459.20 be appropriated to Schedule F-13 Labor & Materials, said sum of $2,459.20 to be provided by transfer from Schedule G-7 Furniture & Furnishings-Window Shades: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

The Superintendent presented copies of a tentative 1967 budget as prepared by the Business Manager.

The Superintendent presented the members with a copy of a publication prepared and distributed by the Cambridge School Department entitled "Cultural Resources in the Metropolitan Area" and expressed his sincere gratitude to the Cultural Committee Guide for this excellent report.

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Calendar:

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted to adopt the text books recommended by the Superintendent at the meeting of November 15, 1966.

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted to adopt the report on Educational Specifications for the New Houghton School, spread in its entirety in the minutes of the meeting of November 15, 1966. Mrs. Ackermann is recorded as voting in favor of the motion with the exception of that section which aportions space for Civilian Defense.

Mrs. Ackermann moved, seconded by Mr. Solomons, to adopt the Superintendent's recommendation, presented at the meeting of Nov. 15, 1966 that Spencer C. MacDonald be appointed Planning Director for the development of the Cambridge Title III Program, for a period of six months at a stipend of $7,500.00 for the six month period. Mr. MacDonald was interviewed by the committee with relation to this position. At the conclusion of the hearing it was voted on the following roll-call to adopt the motion appointing Mr. MacDonald: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea". The rules having been suspended a motion by Mr. Olesen, seconded by Mrs. Ackermann, to reconsider the foregoing vote, hoping same would not prevail, failed of adoption.

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to place on the table the report on Guidance Services Available to all pupils, with the correction that the number of guidance personnel at Rindge Tech. School should read "two" instead of "three" and at High & Latin School it should read "seven" instead of "six".

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to adopt Assistant Superintendent's recommendation that the contract for furnishing office furniture and equipment for the School Department administrative offices be awarded to Business Equipment Corp., Boston, Mass. being the lowest responsible bidder to have met specifications, at a total price of $5,966.50: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

There being no objection, the chairman ordered placed on the "calendar" bids received for furnishing milk, ice milk bars and music stands.

NEW BUSINESS

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted that Mr. Justin Gray, the new Community Planning Coordinator for Cambridge, be requested to attend a formal open meeting with the School Committee and the Superintendent of Schools, at a time of common convenience, so that we may present to him the arguments in favor of proceeding rapidly with a comprehensive school building program.

On motion by Mr. Duehay, seconded by Mrs. Ackermann, it was voted that the Superintendent of Schools review the clerical and secretarial needs of the School Department and recommend any additional personnel needed prior to the adoption of the 1967 budget.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that the Superinendent of Schools study the existing policy of providing substitute teachers at the secondary level when regular teachers are sick or otherwise temporarily absent, compare this policy with that in other good school systems, and recommend to the School Committee any desirable change.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to convene in executive session.

Executive Session

On motion by Mr. Fitzgerald, seconded by Mrs. Ackermann, it was voted to approve payment of a bill received from Dr. A. Walter Ciani in the sum of $190.00 for medical services rendered to Peter Haviland, member of the High & Latin Track Team, who suffered a severe leg injury during competition.

The report of the Board of Examiners for the position of Headmaster's Assistant, Social Studies Department, High & Latin School, was received and established the following list of persons eligible to fill this position:

1. Edward Brady
2. Anthony L. Bruno
3. William J. Toomey
4. David D. Ronan
5. Jerome S. Higgins
6. Edward A. Hurley
7. Martin L. Tierney

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted that the report of the Board of Examiners be referred to the Superintendent for rcommendation.

Petition was received from John D. Creedon, teacher at Rindge Technical School now on leave of absence, requesting that he be granted an extension of his sick leave of absence without loss of salary for a period of three months. On motion by Mr. Fitzgerald, seconded by Mrs. Ackermann it was voted to suspend the rules for the purpose of taking action on this petition. On motion by Mr. Fitzgerald, seconded by Mrs. Ackermann, it was voted on the following roll-call that John D. Creedon, teacher at Rindge Technical School now on sick leave of absence, be granted an extension of his leave of absence without loss of salary for a period of three months, except that any income received by him by reason of insurance, etc., shall be deducted from any salary due him: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

Petition was received from Edna L. Collins, teacher at the Harrington School, requesting that she be granted an extension of her sick leave of absence without loss of salary for a period of twelve days inasmuch as her accumulated sick time has expired. On motion by Mr. Fitzgerald seconded by Mr. Olesen, it was voted to suspend the rules for the purpose of taking action on this request. On motion by Mr. Fitzgerald, seconded by Mr. Olesen, it was voted on the following roll-call that the request be granted: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

The chairman ordered placed on the 'calendar' the Superintendent's recommendation that Miss Dyann Altman be appointed to the position of Community Liaison Agent for the Title III Planning Staff at a salary of $4500.00 for a six month period, said salary to be paid from Federal funds for Title III Elementary and Secondary Education Act.

The chairman ordered placed on the 'calendar' as required by the rules, the Superintendent's recommendation that the following persons be elected to the schools and with the rank and salary indicated in each case, effective January 3, 1966:

Elementary	Jeannette A. Ayoub	Teacher Gr. 4-8	$7000.00 per yr.
Elementary	Kathleen M. Meehan	Teacher Gr. 4-8	5600.00 per yr.
Elementary	Gina M. Centrella	Teacher Gr. 4-8	5600.00 per yr.
Elementary	Charles R. Murphy	Teacher Gr. 4-8	5600.00 per yr.
Elementary	Joseph A. Pagliare, Jr.	Teacher Gr. 4-8	5600.00 per yr.

Elementary	George R. Greenidge	Teacher - Phys. Edu.	5600.00 per yr.
Rindge Tech.	Timothy F. Mahoney	Teacher - English	5600.00 per yr.
Rindge Tech.	Arthur J. Marchand	Teacher - Auto Mech.	5600.00 per yr.
Rindge Tech.	Manuel A. DeMello, Jr.	Teacher - Machine Shop	5600.00 per yr.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to adopt the Superintendent's recommendation that the following personnel be approved for appointment to the After School Centers.

December 5, 1966

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE:

RECOMMENDED

That the following personnel be appointed to the After School centers program in the following positions:

Project Director	Mahoney, Paul F.
Guidance Supervisor	Colgan, Richard T.
Enrichment Supervisor	Murphy, Edward J.

Center Supervisors

Roberts School	Conlon, Walter N.
Houghton School	Nelligan, Peter
Harrington School	Frisoli, Frank J.
Putnam School	Edmonds, William A.
Morse School	York, Donald A.
M. E. Fitzgerald School	Reilly, John W.

Substitute Center Supervisor - Landrigan, John C.

John M. Tobin
Superintendent of Schools

December 6, 1966

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE:

RECOMMENDED

That the following personnel be approved as eligible for appointment to the After School Centers Program in the following areas of instruction:

Reading Teachers
Mathematics Teachers
Guidance Counselors
Librarians
Teacher Aides
Clerk-Typists
Music Teachers
Art Teachers
Science Teachers

List in each category is attached hereto.

John M. Tobin
Superintendent of Schools

TEACHER AIDES

Reardon, Marie C., 6 Muller Ave.
Rivieccio, Karen M., 20 Oak St.
Sears, Nancy L., 39 Washington Elms
Semper, Charlotte E., 23 Magee St.
Smith, Patricia F., 41 Corcoran Park
Tattan, Elizabeth A., 384 Prospect St.
Thompson, Ralph H., 30 Jefferson Park
Vitt, Adelaide M., 9½ Centre St.
Witham, Mary F., 5 Vandine St.

TEACHER AIDES

Andon, Lynda D., 88 Gore St.
Barger, Charles W., 62 Prince St.
Barry, Paul F., 25 Park Ave.
Battle, Wanda L., 64 Corcoran Pk.
Bolger, Michael J., 15 Newtowne Ct.
Brown, Marsha E., 89 Washington Elms
Budwifis, Claire J., 34 Tierney St.
Burns, Kathleen C., 21 Amory St.
Coggan, Sheila G., 13 Fulkerson St.
Donahue, Edward J., 28 Murray Hill Rd.
Dottin, Gregory F., 163 Chilton St.
Gallagher, Patricia A., 79 Plymouth St.
Culla, Carol A., 1267 Cambridge St.
Gumbleton, John R., 131 Magazine St.
Hurley, Edward F., Jr., 1446 Cambridge St.
Leary, Barbara A., 9 Verdun St.
Looney, Frances, 1524 Cambridge St.
Lund, Kathleen I., 440 Mass. Ave.
McIsaac, Sharon L., 75 Washington Elms
Mackesy, Patricia B., 23 Roberts Rd.
Martin, Patricia A., 3 Highland Park
Maynard, Judy A., 7 Jackson Gardens
Mullin, Mary A., 11 West St.
Murphy, Linda M., 2 Washington Ct.
Pakstis, Louise A., 9 Union St.
Reardon, Catherine J., 6 Muller Ave.
Reardon, Margaret M., 6 Muller Ave.

CLERK-TYPISTS

Allen, Beatrice M.
Anderson, Ruth
Andrews, Mary C.
Casey, Mildred F.
Connor, Eileen M.
Connor, Evelyn B.
Dahlen, Julia E.
Doucette, Eva M.
Fitzmaurice, Alice B.
Gannon, Mary J.
Herlihy, Catherine
Looney, Josephine M.
McCarthy, Frances K.
Mahady, Virginia M.
Quinn, Margaret M.
Ryan, Helen T.
Sheehan, Catherine L.
Sullivan, Brenda C.

MATHEMATICS TEACHERS

Calnan, Richard J.
Colleary, Peter F.
Cupas, Georgia
Fitzgerald, James M.
Goeld, Eric H.
Hallice, John J.
Harrington, Richard H.
Jordan, John W.
Lachance, Roland E.
McCarron, Thomas F.
McGinn, Marilyn A.
Maloney, Richard D.
Mokaba, George C.
Morris, Henry J.
Mullaney, Thomas W.
Normile, Jean S.
O'Brien, Patrick J.
Peck, Glen B.
Powers, John C.
Saideh, George J.
Sullivan, George W.
Theall, Stephen J.
Wadden, Catherine E.
Walsh, Dorothy D.

GUIDANCE COUNSELOR

Bergeron, Maryanne H.
Murphy, Paul J.

Chase, Barbara K.
Dawson, Paul F.
Foley, Daniel P.
Hannon, Marion J.
Hynds, Henry C.
Kelly, Daniel J., Jr.
Palatini, Lila C.
Sennott, John P.
Shea, Gerald F., Jr.
Taff, Paula E.
Werblow, Suzanne K.

LIBRARIANS

Austin, Ruth M.
Grant, Olivia
Hallisey, Margaret A.
Johnsen, Blanche M.
Johnsen, Bredo C.
McCoy, Audrey Z.
Piscopo, Katherine C.
Singer, Barbara R.
Smyth, Thomas R.

READING TEACHERS

Breen, Dorothy M.
Brockunier, Barbara G.
Burke, Francis R.
Burke, John P.
Clarke, John M.
Cloran, Marie M.
Colannino, Joseph A.
Daly, Dorothy F.
Forte, Eloise
Goodwin, David F.
Kelly, Daniel J. Jr.
McGonagle, Helen
Magee, Nancy E.
Martin, Carole M.
Mould, Leslie S.
Mroz, Mary T.
Murphy, Elsie L.
Murphy, Lois F.
Murphy, Mary C.
O'Brien, Elenore M.
OLesen, Maureen J.
Oliver, Leslie S.
Robertson, Jane A.
Rourke, Agnes J.
Rynne, Anna M.
Serino, Joan M.
Smyth, Thomas R.
Stone, Andree S.
Traibman, June H.
Tremblay, Mark R.
Verrier, Lorraine
Whitney, Joseph C.

ART TEACHERS

Beatrice, Diana
Brown, Arlene S.
Decker, Doris W.
Gedles, Robert L.
Green, Sydney
Keane, Sheila H.
McDonald, Judith A.
Swartz, Maxwell
Tansey, Julianne

MUSIC TEACHERS

Demirjian, John G.
Gratovich, Natalie A.
Kreitzman, Susan L.
McDonough, Lorraine G.
Murphy, Madeline M.
Sego, Charles M.

SCIENCE TEACHERS

Brown, Peter B.
Calnan, Richard J.
Fasciano, John J.
Foley, Francis X.
Gearty, Daniel J.
Nissen, Joseph

On the following roll-call it was voted to adopt a motion by Mr. Solomons, seconded by Mrs. Ackermann, that any member desiring to attend a legislative conference under the auspices of the Mass. Educational Conference Board at

Framingham, Mass., on December 10, 1966 may do so and that a sum of $10.00 be allowed each member to cover expenses. Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

On motion by Mr. Duehay, seconded by Mr. Olesen, it was voted to express to John R. McCarthy, Secretary to the Superintendent of Schools and to Joseph A. Kozlowsky, Director of Physical Education the committees' regret upon learning of their illness and to extend best wishes for a speedy return to robust health.

On motion by Mr. Fitzgerald, Seconded by Mr. Olesen, it was voted to convene in regular session.

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to ratify and affirm all votes taken in executive session.

On motion by Mr. Solomons, seconded by Mr. Olesen, it was voted to adjourn;

ADJOURNED.

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(Official Report)

Tuesday, December 20, 1966

Regular Meeting

Members present: Mrs. Ackermann, Dr. Duchay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes.

Mayor Hayes in the chair.

The first order of business was the administering of the oath of office to Mr. John A. P. Good, certified by the Board of Election Commissioners as having been elected a member of the Cambridge School Committee to fill the vacancy caused by the resignation of Mr. Edward M. McMahon. City Clerk Thomas M. McNamara administered the Oath of Office. Guests at the inauguration of Mr. Good included his wife Mrs. Edna Good, his mother Mrs. Frank Good, brothers Frederick, Albert and Frank Good and Mrs. Frank Good, Florence and Alma Kirby and Father Hanlan of St. Peters Parish.

The minutes of the meeting of December 6, 1966 were corrected by including the name of Rindge Technical School to receive a copy of the commendation by the City Council for the excellent performance by the combined bands of High & Latin School and Rindge Technical School at the annual football game on Thanksgiving Day. On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted to approve the minutes of the regular meeting of December 6, 1966 as corrected.

On motion by Mr. Solomons, seconded by Mr. Good, it was voted to approve the petition of the Cambridge Civic Unity Committee that they be granted permission to hold two assemblies at the High & Latin School — the first to be held on January 16, 1967 for the Freshmen and Sophomore classes for which Mrs. Rheabel Edwards, Director of the Head Start Program in Boston will be the speaker, the second to be held on January 23, 1967 for the juniors and seniors for which Mr. Terry Carter, WBZ-TV Newsman, will be the speaker; and, further, that permission be granted to hold an assembly at Rindge Technical School on January 25, 1967 for which Assistant Attorney-General Herbert E. Tucker, Jr., will be asked to be the speaker.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to accept an invitation to attend a basketball game between the Rindge Varsity Club and the alumni of the 1962-1963 Eastern Massachusetts "Tech" Championship teams on Tuesday, December 27, 1966 and to attend on the same evening Open House to show off the new locker room and shower facilities recently completed at Rindge Technical School.

A communication was received from the Salary Sub-Committee representing members of the Administrative Staff on the Ratio Plan Salary Schedule inviting the School Committee to join them at dinner at the School Committee's convenience for the purpose of discussing a matter of importance to all concerned. Mr. Olesen moved, seconded by Mrs. Ackermann, that the invitation be accepted and the Secretary of the School Committee to make arrangements for a date convenient to all after January 15, 1967. On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted to lay this matter on the table and in the interim the secretary to receive from the salary committee all pertinent information relating to the purpose of the proposed meeting.

On motion by Mr. Olesen, seconded by Mr. Good, it was voted to place on file a petition from the Cambridge Teachers Association requesting that if the

16% pay raise is awarded to police and fire department members, the present teachers' salary schedule be reviewed for any appropriate adjustment.

Communication was received from the Haverhill School Committee inquiring if the Cambridge School Committee would be interested in a meeting of School Committees throughout the Commonwealth for the purpose of discussing collective bargaining at length and in depth. On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted that the Cambridge School Committee is interested in attending a meeting of School Committees throughout the Commonwealth for the purpose of discussing collective bargaining at length and in depth and suggests that such a meeting be held in the Boston-Cambridge area in the early evening during the week.

James W. Anderson, Director of Music Education, notified the committee that he has band uniforms on hand to be shown to the School Committee. On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that the Secretary make arrangements with Mr. Anderson to show the uniforms at a budget meeting in January.

SUPERINTENDENT OF SCHOOLS
(Reports and Recommendations)

On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted to accept the resignation of Mrs. Marjorie (Stone) Tanzer, Special Class Teacher, at the Russell School, effective January 13, 1967.

The Superintendent notified the committee that Norma M. DeThomasis, teacher at the Roberts School, was married on December 3, 1966 to Richard G. Donato and that her name will now appear on our records as Norma M. Donato.

On motion by Mr. Solomons it was voted (seconded by Mr. Olesen) to adopt the Superintendent's recommendation that the National Foundation-March of Dimes be granted permission to conduct their annual campaign for voluntary contribution of funds by Cambridge school children during the month of January.

There being no objection, the chairman ordered the following communication from Commissioner of Education Owen B. Kiernan made part of the minutes.

Dr. John M. Tobin, Supt. of Schools — Dec. 1, 1966
Cambridge, Mass.

Dear Superintendent Tobin:

At a meeting of the Commonwealth's Board of Education held December 13, 1966 your letter with appended materials describing Cambridge's compliance with Chap. 641 of the Acts of 1965 was presented and discussed comprehensively. The members approved the on-going plan of the Cambridge School Committee and commended the Committee and the Staff of the Cambridge Public Schools for their spirit of cooperation and continuing assistance in guaranteeing quality education for all children and youth resident in the City.

On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted to adopt (on a roll-call vote) the Superintendent's recommendation that in addition to sums previously appropriated, the following amounts be appropriated to the accounts indicated:

TO:	
Schedule F-4 Transportation of Pupils	$ 3,000.00
Schedule F-13 Labor & Materials	7,065.00
	$10,065.00

— said sum of $10,065.00 to be provided by transfer from the accounts shown below:

FROM:	
Schedule B-3 Advertising & Posting	200.00
Schedule B-11 Insurance	75.00
Schedule D-5 Medical Supplies	140.00
Schedule D-11 Motor Vehicles-Gas & Oil	100.00
Schedule F-2 Tuitions to Other Cities	400.00
Schedule F-6 Mental Health Association	600.00
Schedule F-16 Music Department	3,000.00
Schedule F-17 Psychiatric Consultant	2,500.00
Schedule F-18 School TV Fees	150.00
Schedule G-10 Science Equipment	1,900.00
Schedule G-11 Equipment for Rindge	1,000.00
	$10,065.00

Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted on the following roll-call to adopt the Superintendent's recommendation that in addition to sums previously appropriated the following amounts be appropriated to the accounts indicated:

TO:	
Schedule A-1 Permanent Employees	$27,300.00
Schedule A-2 Temporary Employees	26,450.00
	$53,750.00

— said sum of $53,750.00 to be provided by transfer from Revolving Account

PL874: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to approve the Superintendent's recommendation that the following additional names be approved for teaching positions in the Evening Schools:

William F. Collins
Phyllis P. Corbin
Aminda L. Nicoloro
Janet B. Rife
D. Maureen Shea

REPORTS OF COMMITTEES

On motion by Mr. Solomons seconded by Mrs. Ackermann, it was voted to approve the following report of the Committee on Buildings & Grounds and adopt the recommendations contained therein:

Committee on Buildings & Grounds
Meeting of Tuesday, Dec. 13, 1966

Present: Mr. Fitzgerald, Chairman
Mr. Duehay

Mr. Sweeney, Headmaster of Rindge Technical School, reported that on the evening of November 29 at about 4:40 p.m. a fire was discovered in an electronics laboratory. The Fire Department was called and they extinguished the fire. Mr. Sweeney stated that he is of the opinion that the cause of the fire was defective equipment purchased from the DeVry Company a short while ago and he will contact this company to determine whether they will replace the defective material.

It was voted to recommend that the Chief Custodian, William Fitzgerald, and Assistant Superintendent of Schools Edward Conley, confer with the Superintendent of Public Works and the Supervisor of Recreation for the purpose of determining which department is responsible for the care and upkeep of the areas surrounding our public school buildings; and upon receipt of their report the sub- committee will make a complete report to the School Committee.

Respectfully submitted,

/s/ James F. Fitzgerald
Chairman

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Calendar:

On motion by Mr. Fitzgerald, seconded by Mr. Solomons it was voted to adopt the text books recommended by the Superintendent at the meeting of December 6, 1966.

Question came on bids received for furnishing milk, ice milk bars and music stands.

The Business Manager recommended that the contract for furnishing milk to the Cambridge School Department be awarded to Sunnyhurst Dairy, Inc., of Stoneham, Mass., at a price of .0620 for half pints, .22 for quarts and .43 for half-gallons. On motion by Mrs. Ackermann, seconded by Mr. Olesen, it was voted on the following roll-call to adopt the Business Manager's recommendations: Mrs. Ackermann, Mr. Duehay, Mr. Olesen, and Mayor Hayes voting "Yea"; Mr. Fitzgerald voting "Nay"; Mr. Good and Mr. Solomons "Present".

The Business Manager recommended that the contract for furnishing ice milk bars to the school cafeterias be awarded to Borden Company of Woburn, Mass., at a price of 40¢ per dozen. A motion by Mr. Fitzgerald, seconded by Mr. Solomons, that the recommendation of the Business Agent, not withstanding, the contract be awarded to H. P. Hood & Sons of Boston, Mass., at a price of 43¢ per dozen, failed of adoption on the following roll-call: Mr. Fitzgerald and Mr. Solomons voting "Yea"; Mr. Duehay, and Mayor Hayes voting "Nay"; Mrs. Ackermann, Mr. Good and Mr. Olesen "Present". On motion by Mr. Olesen, seconded by Mr. Duehay, it was voted to adopt the Business Manager's recommendation that the contract be awarded to Borden Company of Woburn, Mass., at a price of 40¢ per dozen: Mrs. Ackermann, Mr. Duehay, Mr. Good, Mr. Olesen and Mayor Hayes voting "Yea"; Mr. Fitzgerald voting "Nay"; Mr. Solomons "Present".

The Business Manager recommended that the contract for furnishing Music Stands to the Music Department be awarded to Beacon Musical Instrument Company, of Boston, Mass., at a total price of $660. On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the Business Manager's recommendation: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea."

On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted on the following roll-call to adopt the Superintendent's recommendation, presented at the meeting of December 6, 1966, that Miss Dyann Altman be appointed to the position of Community Liaison Agent for the Title III Planning Staff at a salary of $4500.00 for a sixth month period, said salary to be paid from the Federal Funds for Title III: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea."

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted on the following roll-call to adopt the Superintendent's recommendation presented at the meeting of December 6, 1966 that the following persons be appointed teachers in the Cambridge School Department at the salary indicated, effective January 3, 1966: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea."

Elementary:	Jeannette A. Ayoub	$7000. per yr.
	Kathleen M. Meehan	5600. per yr.
	Gina M. Centralia	5600. per yr.
	Charles R. Murphy	5600. per yr.
	Joseph A. Pagliare, Jr.	5600. per yr.
	George R. Greenidge	5600. per yr.
Rindge Tech:	Timothy F. Mahoney	5600. per yr.
	Arthur J. Marchand	5600. per yr.
	Manuel A. DeMello, Jr.	5600. per yr.

Awaiting Report:

With relation to a motion now on "Awaiting Report" that "Whereas the Academically Talented program in the elementary grades was introduced eight years ago on a trial basis that the Superintendent conduct a thorough and objective appraisal of the Academically Talented Program at present" the Superintendent recommended the creation of a committee of five members of the professional staff of the Cambridge School Department to evaluate the present program for the academically talented; and, further, that this committee be composed of one elementary master, two headmaster's assistants, two secondary school teachers and one elementary school teacher, no one of whom shall have had direct association with this program. On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation.

Conforming to an order that he devise a system which will provide that all students in the Cambridge public schools shall be served hot lunches; and, further, that his report shall be received by the School Committee by, or before, the time for the 1967 School Department budget is under consideration, the Superintendent presented the following report and on motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted to adopt this tentative report and that the Superintendent continue his study of this matter:

December 16, 1966

ORDERED:

That the Superintendent devise a system which will provide that all students in the Cambridge public schools shall be served hot lunches; and, further, that his report shall be received by the School Committee by, or before, the time the 1967 School Department budget is under consideration.

The Superintendent submits this proposal for the provision of hot lunches to those elementary schools which are not presently so equipped.

The kitchens of the three new schools be planned and equipped to prepare hot meals for the following:

a. The Houghton to serve the Webster.
b. The Thorndike-Putnam to serve the Roberts, Longfellow and Fletcher.
c. The Russell to serve the Haggerty.

The Fitzgerald kitchen to be enlarged to serve the Abraham Lincoln and the Agassiz.

The following equipment would also be required at each of the satellite schools:

a. Floor space to provide for tables and chairs sufficient to serve all pupils in that school.
b. Tables and chairs.
c. Serving Tables to maintain correct temperature of the food.
d. Refrigerated space for milk and desserts.
e. A dishwashing machine.
f. A food disposal.
g. A ventilating system to exhaust steam and food odors.
h. Storage space for utensils and for service items.

To provide for transportation of food from the source of preparation to the satellite schools.

a. Portable units to maintain hot food at proper temperature.
b. Portable units to preserve cold foods.
c. Trucks to transport units to the satellite schools and to return units to the source school.

Personnel requirements would be determined by the number to be served at each location and would include:

a. Cafeteria workers and cooks.
b. Servers and dish washers at satellite schools.
c. Truck drivers.

A visit to the Framingham Public Schools provides some insight to the organizational pattern, the equipment requirements and the personnel needs.

A director and an assistant director are responsible for 29 full-time (8-hours) and 127 part-time employees (average 4 hours). One daily menu is standard for all schools. All food is prepared in six central kitchens and transported in 1½-ton panel trucks to eleven satellite schools. Deliveries begin at 9:15 a.m. and end at 11:45 a.m. Each satellite school is, to the extent of available space, equipped with a serving counter; refrigerated space; storage space for dry and for canned foods, and for utensils and service; a stove and warming ovens; a dishwasher; a sink; folding tables with attached seats or benches; a milk lowerator. Wherever possible the gymnasium or the auditorium provides floor space for the cafeteria.

The brochure which outlines this reorganization was published in 1964 with a preface notation that four years would probably be necessary to effectuate the program.

However, a note from the Assistant Director in June 1966 indicates that although the basic pattern remains the same many changes in the original plan became necessary as the reorganization progressed.

The figures employed in this report are not complete and should be used only as a guide.

More exact figures necessary for budgetary purposes will require a complete survey by a qualified architect.

Very truly yours,
John M. Tobin
Superintendent of Schools

Conforming to an order that he study the existing policy of providing substitute teachers at the secondary level when regular teachers are sick or otherwise temporarily absent, compare this policy with that in other good school systems, and recommend to the School Committee any desirable changes, the Superintendent presented the following report and recommendations and on motion by Mr. Duehay, seconded by Mrs. Ackermann, it was voted to adopt the Superintendent's report and the recommendations contained therein:

> Contact with twelve neighboring school departments indicates that their policy is to provide substitutes at secondary level in the event of teacher absences. Most indicate that when substitutes are not available the regular teachers provide necessary coverage during their unassigned periods of the school day. Following are listed the number of assigned periods per day and the number of "Free" periods per day in the secondary organization. The Superintendent recommends that a policy be adopted of providing substitutes at all grade levels in the event of the absence of a regularly assigned teacher. When substitutes are not available the regular teachers will provide necessary coverage during their unassigned periods of the school day.

	No. of assigned periods per day	No. of "free" periods per day
Arlington	6	1
Boston	5	2
Belmont	5 & 1 study	1
Everett	6	1
Malden	5	1
Medford	Two session school because of fire	
Milton	6	1
Natick	6	1
Newton	5	1
Quincy	5	1
Somerville	5	1
Cambridge	*5	1

* 4 in English Department plus 1 study hall

NEW BUSINESS

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that the Superintendent of Schools arrange a dinner meeting between the school com-

Each satellite kitchen is supervised by one full-time employee who begins her day at the central kitchen, supervises and assists in the preparation and packaging of the hot "food of the day" for her satellite. That employee then reports to her satellite kitchen where she is joined by the part-time employees in the preparation of the cold items on the daily menu. When the "hot items" are delivered by one of the trucks, they are removed from the insulated carriers and placed in the steam tables to preserve proper temperatures. When the periods are over, the personnel are responsible for the cleaning of all utensils and preparation of the insulated units for return to the central kitchen. The panel trucks are scheduled for the afternoon pickup.

At each satellite school a custodian assists in unloading the truck, unfolding and later folding the cafeteria tables and cleaning the floor.

In those kitchens which were designed to service only the master school, it has been necessary to add additional equipment, to provide for portable racks and loading platforms, and to add storage space for dry and for refrigerated supplies.

Equipment at the satellite school varies according to space available and to the number of children to be served.

In a recently opened school with grades one to six and an enrollment of 600 pupils and which operates as a satellite the initial cost of major equipment was $16,555 and of expendables was $4,684. The auditorium is used for cafeteria space. The kitchen is manned by one full-time supervisor and three part-time employees. Equipment is designed to be mobile whenever possible.

On the basis of our present salary schedule, one full-time employee and three half-time employees would require an annual salary of $8,338.68 and would be the average salary requirement for each satellite.

Two full-time drivers would require an annual salary of approximately $9,000.

Two 1½-ton panel trucks with yearly cost of maintenance would average per year over a three-year period approximately $3,500.

Cost of structural alterations necessary in each satellite school would require the services of an architect and would vary in each school. That would likewise be true of the kitchen at the Fitzgerald School so that it could service the Lincoln and the Agassiz.

The Framingham School Department has been able to recruit regular and part-time employees to staff its lunch program. Although its employees are not under civil service regulations it does use civil service classifications.

The Detroit Public Schools embarked upon a similar program in 1964 which required a changeover in job classifications for some permanent employees and a gradual replacement of fixed equipment with portable types. Basically it provides within a geographical section of the city a base kitchen and eight satellites. Each group is titled a constellation and has: (1) a constellation management team of three (Constellation Manager, Administrative Coordinator and Production Coordinator); (2) a production team of Chief Cook, assistant cook, cook's aide, chief baker, assistant baker, and baker's aide; (3) Support team of driver-porter and assistant driver-porter, general support full time and general support part time, a satellite coordinator part time and one or more satellite aides part time.

mittee and the Rindge Advisory Committee at a time convenient to all.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that that School Committee extend its best wishes for a successful operation and a speedy recovery to its colleague, George F. Olesen, Jr.

On motion by Mr. Olesen, seconded by Mr. Duehay it was voted that the Superintendent consider adding an additional arithmetic teacher to each of our after-school centers.

On motion by Mr. Solomons, seconded by Mr. Olesen it was voted to convene in executive session.

Executive Session

On motion by Mr. Duehay, seconded by Mrs. Ackermann, it was voted on the following roll-call that the following persons, being the first four names on the certified civil service list, be appointed permanent full-time Cafeteria Helpers at $57.04 per week:

Marie N. Sullivan
Mary H. Kirylo
Katherine F. Walsh
Anne L. Burns

Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea."

The Board of Examiners appointed to conduct the examination for the position of Headmaster's Assistant, Home Economics Dept., High & Latin School, presented their report and established the following list in accordance with the mark awarded each candidate:

Mrs. Jana G. Krause
Miss Catherine L. Good

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted that a communication received from Catherine L. Good, dated November 18, 1966 and containing a petition for a hearing relative to the recent examination for the position of Headmaster's Assistant, Home Economics Dept., at High & Latin School, be made part of the minutes of this meeting, and that Miss Good be requested to submit in writing on or before January 3, 1967, definite reasons why certain questions should receive higher grades giving specific references in support of your claim, as required by the following Rule of the School Committee:

> "Any candidate taking a promotional examination may, on request, go over his papers with the person in charge of the examination; and, if dissatisfied, he shall submit in writing to the School Committee definite reasons why certain questions should receive higher grades, giving specific references in support of his claims."

— and be it further voted that upon receipt of the required information the School Committee will set a date for a hearing and notify Miss Good thereof:

November 18, 1966

Honorable Daniel J. Hayes, Jr.
Chairman, Cambridge School Committee
City Hall
Cambridge, Massachusetts
Dear Mayor Hayes:

On November 16, 1966, in accordance with my written request I was given an opportunity to go over my answers, in the recent examination for the position of head of the Home Economics Department of Cambridge High & Latin School, with the Board of Examiners. During my conference with the Board, I stated that the questions delivered to me by Assistant Superintendent David E. Hockman were not a true copy of the questions that were furnished to me on October 1, 1966.

During my conference with the Board, I expressed my dissatisfaction with the marks given to me by the Board and also with the reasons for said marks as stated by the Board. In compliance with the rules of the School Committee I intend to submit, in writing, to the School Committee definite reasons why certain questions (sic) should receive higher grades. Will you be so kind as to advise me when such reasons must be submitted to the School Committee inasmuch as no time is specified in the Rules. Will you also be so kind as to advise me when the School Committee will give me an opportunity to be heard in an open meeting.

Please let me assure the School Committee, through you as Chairman, that it has never been and is not now my intention to circumvent the Cambridge School Committee. I have the highest regard for the members of the School Committee and total confidence in the ability and integrity of each member. My only purpose in pursuing the rights given to me under the Rules of the School Committee is to present all circumstances surrounding the examination of October 1, to the members of the School Committee and thus hope to prevent a grave injustice to me after thirty years of enjoyable and rewarding service as a teacher in the Cambridge School System.

Respectfully yours,
/s/ Catherine L. Good

On motion by Mr. Solomons, seconded by Mrs. Ackermann it was voted to refer to the Superintendent for recommendation, the report of the Board of Examiners for the position of Headmaster's Assistant-Home Economics Dept. High & Latin School.

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that the following personnel be approved as eligible for appointment to the After School Centers Program, approval of the report on enrollments in the After School Centers as follows and the tentative assigments of personnel in the After School Study Centers also set forth below:

AFTER SCHOOL CENTERS

HARRINGTON

Frisoli, Frank
Clarke, John M.
Forte, Eloise
Martin, Carole M.
Olesen, Maureen
Fitzgerald, James
Sullivan, George W.
Cupas, Georgia
Fasciano, John J.
Foley, Francis X.
Murphy, Elsie L.
Mahoney, Marie
Kreitzman, Susan
Johnsen, Bredo C.
Singer, Barbara
Hynds, Henry C.
Casey, Mildred
Ryan, Helen T.
Hurley, Edward J., Jr.
Witham, Mary F.
Martin, Patricia
Pakstis, Louise A.

PUTNAM

Edmonds, William A.
Colannino, Joseph A.
Rourke, Agnes J.
Traibman, June H.
Walsh, Dorothy D.
Mullaney, Thomas W.
O'Brien, Patrick J.
Theall, Stephen J.
Gearty, Daniel J.
Keefe, Joseph A.
Decker, Doris
Klein, Caren M.
Murphy, Elsie L.
Rynne, Anna M.
Warner, George E.
Morris, Henry J.
Navoy, Helen T.
Dawson, Paul F.
Murphy, Paul J.
Mahady, Virginia M.
Andon, Lynda D.
Coggan, Sheila
Dottin, Gregory F.
Gulla, Carol A.

MORSE

York, Donald A.
Burke, John
Daly, Dorothy
Goodwin, David
Murphy, Mary
Colleary, Peter
McGinn, Marilyn
Saideh, George
Serino, Joan
Romeo, Thomas
Beatrice, Diana
McDonald, Judith
Brown, Arlene
McDonough, Lorraine
Sheehan, Margaret
Smyth, Thomas
Shea, Gerald
Taff, Paula
Connor, Eileen
Looney, Josephine
Barger, Charles
Leary, Barbara
Looney, Frances
Lund, Kathleen
Gumbleton, Joan

M. E. FITZGERALD

Reilly, John W.
Magee, Nancy E.
O'Brien, Elenore M.
Grant, Olivia
Sennott, John P.
LaChance, Roland E.
Wadden, Catherine E.
Calnan, Richard J.
Nissen, Joseph
Gedies, Robert L.
Swartz, Maxwell
Shaw, Joan
Demirjian, John G.
Sego, Charles M.
Grant, Olivia
Kelly, Daniel
Gannon, Mary J.
McCarthy, Frances K.
Battle, Wanda L.
Reardon, Marie C.
Thompson, Ralph H.

ROBERTS

Conlon, Walter
Burke, Francis R.
Mroz, Mary T.
Oliver, Leslie S.
Verrier, Lorraine
Hallice, John J.
Jordan, John W.
Brown, Peter B.
Mokaba, George C.
Tansey, Julianne
Fitzgerald, Kathleen
Hendrigan, Denise
Gratovich, Natalie
Bertocci, Nicholas
Hannon, Marion J.
Sullivan, Brenda C.
Herlihy, Catherine
Bolger, Michael
Brown, Marsha E.
McIsaac, Sharon L.
Murphy, Linda M.
Spagnuolo, Pellegrino
Walsh, James

HOUGHTON

Nelligan, Peter
Whitney, Joseph C.
Murphy, Lois F.
McGonagle, Helen
Emery, Janet

Scalese, Thomas R.
Powers, John C.
Maloney, Richard D.
Peck, Glen B., Jr.
Green, Sydney
Keane, Sheila Hayward
Blessington, Mary A.
Piscopo, Katherine
Bergeron, Maryanne
Allen, Beatrice M.
Fitzmaurice, Alice B.
Dahlen, Julia E.
Barry, Paul Francis
Maynard, Judy Anna
Semper, Charlotte Elaine
Vitt, Adelaide Marie

The enrollments in the After School Centers for the first week of the Program ending December 15, 1966 were:

M. E. Fitzgerald	270
Harrington	236
Houghton	165
Morse	165
Putnam	169
Roberts	259
	1264 TOTAL

number of students enrolled in the Program.

MATHEMATICS TEACHERS
Adamsky, Saul C.
Devlin, Janice G.
Rosenthal, Muriel A.
Scalese, Thomas R.

READING TEACHERS
Emery, Janet A.
Koontz, Rebecca R.
McLain, Helen C.
Navoy, Helen N.
Royan, Eleanor
Sheehan, Margaret R.
Wadden, Alice C.

MUSIC TEACHERS
Blessington, Mary A.
Hyde, Anthony J.
Warner, George E.

SCIENCE TEACHERS
Romeo, Thomas

GUIDANCE COUNSELOR
Moran, Mary F.

LIBRARIANS
Cotter, Mary D.

ART TEACHERS
Fitzgerald, Kathleen M.
Hendrigan, Denise B.
Mahoney, Marie E.
Shaw, Joan F.
Chandler, Dana C. Jr.

TEACHERS AIDES

Campbell, Elizabeth A.
Clapp, Sharon M.
Clark, Sandra M.
Coughlin, Carroll J.
Freeman, Susan
Gallagher, Catherine T.
Hough, Pamila E.
Jackman, Janis L.
James, Germaine
Keefe, Mary E.
Perry, Linda J.
Reilly, Kathleen M.
Shepard, Karen J.
Skaggs, JoAnn
Souza, Bernard D.
Thorn, Thelma E.
Travers, Elaine E.
Smyth, Jeffrey B.

CLERK-TYPIST
Lewis, Helen W.
Stead, Grayce W.
Travers, Dorothy

BOOKKEEPER
Feeney, Josephine C.

The chairman ordered placed on the "calendar" as required by the Rules, the Superintendent's recommendation that Edward J. Brady, being the first person on the examined list, be appointed Headmaster's Assistant-Social

Studies, High & Latin School, at a salary of $10,810.00 effective January 3, 1967.

Question came on the following report presented by the Staff Council on Personnel Development at the meeting of December 6, 1966, relative to salaries for Shop Teachers:

PROPOSED SCHEDULE FOR SHOP TEACHERS[1]

Regular[2] Teachers	Shop Teacher w/degree	Shop Teacher n/degree	Salary*	Step
degree	degree	8 yrs. experience	$5600	Beginning
1 yr. exp.	2 yrs. exp.	10 yrs. experience	5800	1st step
2 yrs. exp.	4 yrs. exp.	12 yrs. experience	6100	2nd step
3 yrs. exp.	6 yrs. exp.	14 yrs. experience	6400	3rd step
4 yrs. exp.	8 yrs. exp.	16 yrs. experience	6700	4th step
5 yrs. exp.	10 yrs. exp.	18 yrs. experience	7000	5th step

* Shop teacher is automatically granted $600 increase placing him on Masters degree scale after three years.

[1] The proposed salary schedule will effect three teachers current employed by the Cambridge School Department.

[2] According to Salary Schedule which went into effect September 1, 1966.

On motion by Mr. Oleson, seconded by Mrs. Ackermann, it was voted to suspend the rules for the purpose of acting on the foregoing recommended revision of salaries for Shop Teachers. On motion by Mr. Solomons, seconded by Mr. Oleson, it was voted to accept the foregoing report from the Staff Council on Personnel Development concerning salaries for Shop Teachers and the recommendations contained therein be adopted: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

The Superintendent presented the following communication from Staff Board of Examiners:

Mr. John M. Tobin
Superintendent of Schools
Cambridge, Mass.

December 15, 1966

Dear Mr. Tobin:

Mrs. Tobie Ruth Lipson, a substitute teacher in French at High & Latin School for over two years, has applied for a teaching appointment in Cambridge. Mrs. Lipson has satisfied all our requirements for appointment with one exception upon which the Board of Examiners needs the decision of the Superintendent with the approval of the School Committee. Mrs. Lipson is not yet a citizen of the United States. She filed her Declaration of Intention to become a citizen in January 1965. Based upon this the State Department of Education has issued a conditional certification, conditioned upon ultimate citizenship. Is this acceptable? May I ask your judgment.

Very truly yours,
BOARD OF EXAMINERS
/s/ Edward A. Conley
Chairman

On motion by Mr. Olesen, seconded by Mrs. Ackermann, it was voted to suspend the rules for the purpose of acting on Mrs. Lipson's application. On motion by Mr. Olesen, seconded by Mrs. Ackermann, it was voted that the Board of Examiners be authorized to rate Mrs. Tobie Ruth Lipson, candidate for the position of teacher of French at the High and Latin School, notwithstanding the fact that Mrs. Lipson is not yet a citizen of the United States, and, further that the rule of the School Committee requiring candidates to possess United States Citizenship be suspended in this case. Vice-Chairman Fitzgerald is recorded as voting "Nay".

On motion by Mr. Olesen, seconded by Mr. Fitzgerald, it was voted to reconvene in regular session.

On motion by Mr. Fitzgerald, seconded by Mr. Olesen, it was voted to ratify and affirm the votes taken in executive session.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to adjourn.

ADJOURNED.

EDWARD J. O'CONNELL

Secretary of the School Committee

SCHOOL COMMITTEE
(Official Report)

Tuesday, January 3, 1967

Regular Meeting:

Members present: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons and Mayor Hayes.

Mayor Hayes in the chair.

Having filed the proper notice required by the rules, Mr. Fitzgerald moved to reconsider the vote taken at the meeting of December 20, 1966 adopting the motion "To adopt the recommendation of the Business Manager that the contract for furnishing milk to the Cambridge School Department be awarded to Sunnyhurst Dairy, Inc., of Stoneham, Mass., at a price of .0620 for half-pints, .22 for quarts and .43 for half-gallons." On the following roll-call the motion to reconsider failed of adoption: Mr. Fitzgerald and Mr. Good voting "Yea"; Mrs. Ackermann, Mr. Duehay, Mr. Solomons and Mayor Hayes voting "Nay"; Mr. Olesen "Absent".

Having filed the proper notice required by the rules, Mr. Fitzgerald moved to reconsider the vote taken at the meeting of December 20, 1966 adopting the motion "That the Board of Examiners be authorized to rate Mrs. Tobie Ruth Lipson, candidate for the position of teacher of French at the High & Latin School, notwithstanding the fact that Mrs. Lipson is not yet a citizen of the United States, and, further, that the rule of the School Committee requiring candidates to possess United Staes Citizenship be suspended in this case." On the following roll-call the motion 'to reconsider' prevailed: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Olesen "Absent". On the recurring question it was voted to adopt a motion by Mrs. Ackermann, seconded by Mr. Fitzgerald that this matter be placed on the table and that the Superintendent investigate the source of the issuance of the teaching certificate held by Mrs. Lipson.

Question came on approving the minutes of the last regular meeting. The Secretary stated that through error the roll-call vote on the motion adopting the Superintendent's recommendation on appointment of new teachers had been omitted. On motion by Mr. Solomons seconded by Mr. Good it was voted that the minutes of the meeting of December 20, 1966 be approved as corrected.

On motion by Mr. Duehay, seconded by Mrs. Ackermann it was voted to refer to the Superintendent for report and recommendation a petition received from the Cambridge Teachers Association requesting that the present agreement between the School Committee and the Cambridge Teachers' Association be amended to read — "The School Committee recognizes the Cambridge Teachers Association as the official representative of the teaching staff of the city under the provisions of Chapter 763 of the General Laws of the Commonwealth of Mass."

There being no objection the chairman ordered placed on file a communication from Mr. Justin Gray, Community Planning Coordinate for Cambridge, stating that he will be in Cambridge on a full time basis some time in January at which time he will contact the School Committee.

SUPERINTENDENT OF SCHOOLS
(Reports and Recommendations)

On motion by Mrs. Ackermann seconded by Mr. Solomons it was voted to accept the resignation of Mrs. Sophia Comins, teacher at the Longfellow School, effective Jan. 1, 1967.

On motion by Mr. Solomons, seconded by Mr. Good, it was voted on the following roll-call that the Superintendent of Schools be authorized to represent the City of Cambridge at the Convention of the American Association of School Administrators to be held at Atlantic City, New Jersey from February 11, 1967 to February 15, 1967 and that the sum of $200.00 be appropriated to defray expenses, said sum to be included in the 1967 budget: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Olesen "Absent".

REPORTS OF COMMITTEES

On motion by Mrs. Ackermann, seconded by Mr. Solomons it was voted to approve the following report of the Committee on Buildings & Grounds and adopt the recommendations contained therein:

COMMITTEE ON BUILDINGS & GROUNDS
Tuesday, December 27, 1966

Present: Mr. Fitzgerald, Chairman
Mr. Duehay

A report was received from Mr. D'Arcy, Headmaster of High & Latin School that on December 22 at approximately noon, smoke was detected emenating from an electric light fixture at the bottom of the stairs in the Latin Building leading to the boys' cafeteria. Mr. Frisoli, Assistant Headmaster, used a fire extinguisher on the fixture and extinguished the fire. Fire Headquarters were notified and engine 8 responded. The source of the smoke was a cellophane bag which was inside an open fixture and in direct contact with the lighted bulb. Firemen secured the situation and recommended that this open type of fixture should be replaced.

Chief Custodian William Fitzgerald presented the following report:

At a recent meeting of the sub-committee on Buildings & Grounds I was requested to confer with the Superintendent of Public Works and the Supervisor of Recreation, to determine what area around public school buildings are under their respective jurisdiction. The Superintendent of Public Works, Mr. Ralph Dunphy advised me that he takes care of all side walks during and after snowstorms. He also has a man assigned from the Park Department to the following schools:

War Memorial Bldg.
Fitzgerald School
Morse School
Peabody School
Houghton School
Harrington School

I met with Mr. Cowles, Supervisor of Recreation, on Monday and we visited all the school buildings that had play area or tot lots connected with them to see whose responsibility it was for the care and upkeep of the grounds. At the Houghton School there is a tot lot under the care of the recreation department as well as about one-quarter of the area surrounding this school and the School Department is responsible for the rest. The land surrounding the Haggerty School is the responsibility of the Recreation Department. One half of the area surrounding the Peabody School is cared for by the Recreation Department and the School Department takes care of the balance. The play area surrounding the Fletcher School is the responsibility of the Recreation Department. The School Department is responsible for the area at Abraham Lincoln School, Agassiz School, Russell School and the Webster School. The Recreation Department is in charge of the area around the Thorndike School as well as a tot lot and they are also in charge of the area around the girls' vocational school.

William J. Fitzgerald
Chief Custodian

It was voted to recommend that the report from the Chief Custodian be accepted and the custodian in each building where the School Department has the responsibility for the care and upkeep of the grounds be notified, in writing, of the exact duties he is to perform and that the committee expects that the grounds are to be kept in good order. The Master of the respective schools is requested to inform the Committee on Buildings & Grounds if there are any problems regarding the maintenance program for the grounds surrounding the schools.

It was voted to recommend that the School Committee request the City Manager to convey to Mr. William Crocker, City Electrician, their deep appreciation for the great amount of excellent work Mr. Crocker has performed for the School Department.

The following two reports were received from Mr. Wm. Crocker, City Electrician relative to installation of fire detection devises:

Fire Alarm Survey-Longfellow School

To give complete coverage all areas, including hallways, rooms, storage closets, stairwells, auditorium and stage should have theremal detectors of the fixed and Rate-of-Rise principle. This type of fire detector will give complete protection for those periods that a school is unoccupied. This type of protection makes every head a "Night Watchman".

The present area covered by manual stations is fairly good. I believe additional stations should be placed in the auditorium area and on each floor of the west wing. The existing stations, though operable, are of ancient vintage. These should be replaced with a modern type in appearance and function.

The present day thinking of many fire officials is that horns should be the basic signal for fire. Horns generally have a much highter decibel rating than bells. They also cause less confusion with program and class change signals that are for the most part bells. The average horn has a DCB rating of approximately 100 as compared to 78 to 80 for a bell of comparable size.

The present control unit is quite old, about 30 plus years. It is of the "Shunt" type. This Shunt Type was good in its day but has shortcomings, especially as far as a last on delayed signal under open line conditions. I recommend that this can be changed to a local energy type with associated master box.

The existing conduit system can be used as a general feed system. At existing manual and gong locations additional feeders can be extended into corridors for additional detectors and stations. From these feeders #500 wiremond with appropriate fittings can be used for classroom installation. It is my opinion that the cost of such a system as proposed for the Longfellow School would cost $5916.00. This report has the approval of Deputy Fire Chief Francis Connelly.

/s/ William H. Crocker
City Electrician

With the aid of Deputy Fire Chief Francis P. Connelly I have made a complete survey of the Longfellow School and have submitted a report. This report can be considered complete and suitable as a basis for bidding purposes.

From the experience gained in this survey, I have found that the City of Cambridge Electrical Department would be unable to devote the time either to prepare a survey of the Roberts, Abraham Lincoln, and Rindge Technical schools, or to assist in their installation.

However, in the interest of cooperation, and on the basis of the Longfellow Survey, I did with the time available, look over the other three schools. It is my opinion that for estimating purposes the following figure can be used:

Rindge Technical School	$8500.00
Roberts School	6000.00
Abraham Lincoln School	4500.00

I have done my best to serve you. However, the tremendous amount of maintenance and additions that we are attempting to perform for the School Department now makes this impossible. I will be glad to further advise you if you so desire.

/s/ William H. Crocker
City Electrician

It was voted to recommend that bids be advertised for installing the fire detection program at the Longfellow School, as outlined in Mr. Crocker's report and that a sum of $5,916.00 be included in the 1967 budget to cover this project. It is further recommended that the other three projects be referred to the 1968 budget.

Your sub-committee, after a lengthy meeting with the masters and custodians assigned to the buildings which have suffered from vandalism and breaking and entering, present to the School Committee for their consideration the following recommendations:

1. Teachers in each classroom are urged to speak briefly but regularly on the effect of vandalism on the schools in order to develop in the students personal pride in their school.

2. Exterior doors should be repaired wherever necessary and chained after all activity in the building for the day has ended.

3. Responsibility for the security of the building when used by school agencies, orchestra, basketball, etc., after normal custodian hours must be established.

4. Lights, some interior and exterior, should be left on at night and over the week-end.

5. Installation of burglar alarms will be studied in some depth, to establish effectiveness, cost, etc.

6. Use of unbreakable or wired glass will be explored.

7. The Recreation Department will be requested to expand its program, particularly on week-ends.

8. A new time schedule, in writing, for custodians will be established with all possible speed.

The Committee on Buildings & Grounds has completed its work on their budget for 1967 and reports that a sum of $224,530.00 will be necessary to care for maintenance, repairs and alterations in the Cambridge School Department for the coming year.

Respectfully submitted,

/s/ JAMES F. FITZGERALD
Chairman

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Calendar:

Mr. Duehay moved, seconded by Mrs. Ackermann to adopt the Superintendent's recommendation that Edward J. Brady, being the first person on the examined list, be appointed Headmaster's Assistant-Social Studies, High & Latin School at a salary of $10,810.00 effective January 3, 1967. Mr. Fitzgerald offered a substitute motion, seconded by Mr. Good, that notwithstanding the Superintendent's recommendation, that Anthony L. Bruno, being the second person on the examined list, be appointed Headmaster's Assistant-Social Studies, High & Latin School, at a salary of $10,810.00 effective January 3, 1967. A motion by Mr. Good, seconded by Mr. Fitzgerald, that the main motion and the substitute motion be placed on the table and the two candidates be invited to appear at the next meeting, failed of adoption at the following roll-call vote: Mr. Fitzgerald, Mr. Good and Mayor Hayes voting "Yea"; Mrs. Ackermann, Mr. Duehay and Mr. Solomons voting "Nay"; Mr. Olesen "Absent". On the following roll-call Mr. Fitzgerald's substitute motion to substitute the name of Anthony L. Bruno, failed of adoption: Mr. Fitzgerald and Mr. Good voting "Yea"; Mrs. Ackermann, Mr. Duehay, Mr. Solomons and Mayor Hayes voting "Nay"; Mr. Olesen "Absent". It was then voted on the following roll-call to adopt Mr. Duehay's main motion "That the Superintendent's recommendation that Edward J. Brady, being the first person on the examined list, be appointed Headmaster's Assistant-Social Studies, High & Latin School at a salary of $10,810.00 effective January 3, 1967" be adopted: Mrs. Ackermann, Mr. Duehay, Mr. Good, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Fitzgerald voting "Nay" (Mr. Fitzgerald is recorded as voting for Mr. Anthony Bruno); Mr. Olesen "Absent".

Tabled Matters:

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to take from the table the Report on Guidance Services Available to all pupils, presented at the meeting of November 15, 1966. On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to place the report on file.

NEW BUSINESS

On motion by Mr. Good, seconded by Mr. Duehay it was voted that the Cambridge School Committee extend its deepest sympathy to Mrs. Helen Hunter, an employee of the School Department, and her family, on the death of her husband, James Hunter; and, further, that the Cambridge School Committee extend its deepest sympathy to Mrs. Rose C. Toomey, a teacher at the Fletcher School, and her family, on the death of her husband, Daniel J. Toomey, and copies of this resolution be sent to Mrs. Hunter and Mrs. Toomey.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to convene in executive session.

EXECUTIVE SESSION

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to make part of the minutes the following communication from Catherine L. Good, candidate for the position of Headmaster's Assistant, Home Economics Dept., High & Latin School and to acknowledge receipt by each member of her "definite reasons why certain questions should receive higher grades":

Hon. Daniel J. Hayes, Jr.
Chairman Cambridge School Committee Dec. 29, 1966
Cambridge, Mass.

Dear Mayor Hayes:

Enclosed you will find my definite reasons why certain questions in the recent examination for Head of the Home Economics Department, Cambridge High and Latin School, should receive higher grades. You will note that I have supplied specific references to support my claims.

I appreciate deeply the very kind courtesy and cooperation that have been extended to me by you and the other members of the Cambridge School Committee.

I hereby renew my request for a hearing before the school committee at an open meeting at which time I will be present with my attorney, Daniel A. Lynch, Esq., who will address the committee on my behalf.

Respectfully yours,
/s/ Catherine L. Good

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that a special meeting of the School Committee be held on Wednesday, January 11, 1967 at 7:30 p.m. in the School Committee offices, 1700 Cambridge Street, Cambridge, Mass., for the purpose of conducting a hearing as requested by Catherine L. Good, candidate for the position of Headmaster's Assistant-Home Economics Department, High & Latin School relative to the mark awarded to Miss Good in the recent examination for this position; and, further, that this hearing be held in executive session in accordance with the rule and practice of the Cambridge School Committee and Miss Good shall be notified of the date, time and place of the hearing.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to approve the following committee, recommended by the Superintendent, to conduct a thorough and objective appraisal of the Academically Talented Program at present; its goals and its success in achieving these goals; its curriculum; its means of selecting pupils and teachers for the program and its effect on the school system as a whole:

Margaret L. Doolin, Master, Agassiz School — Chairman
Mary A. King, Commercial Dept. High & Latin School
M. Dorothea Murray, Headmaster's Asst.—Mathematics, High & Latin School.
Joseph G. Sateriale, Headmaster's Assistant, Mathematics, Rindge Tech. School.
Regina B. Key, Master's Assistant, Houghton School.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to reconvene in regular session.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to ratify and affirm the votes taken in executive session.

On motion by Mr. Good, seconded by Mrs. Ackermann it was voted to adjourn.

ADJOURNED

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(Official Report)

Tuesday, January 17, 1967

Regular Meeting:

Members present: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes.

Mayor Hayes in the chair.

Having filed the proper notice required by the Rules of the School Committee, Mr. Fitzgerald moved to reconsider the vote taken at the meeting of January 3, 1967 adopting the motion "To adopt the Superintendent's recommendation that Edward J. Brady, being the first person on the examined list, be appointed Headmaster's Assistant-Social Studies, High & Latin School, at a salary of $10,810.00 effective January 3, 1967". Mr. Good seconded the motion. On the following roll-call the motion 'to reconsider' failed of adoption: Mr. Fitzgerald, Mr. Good, and Mr. Olesen voting "Yea"; Mrs. Ackermann, Mr. Duehay, Mr. Solomons and Mayor Hayes voting "Nay".

On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted that the minutes of the regular meeting of January 3, 1967 be approved as presented.

There being no Objection the chairman ordered placed on file communications from Mrs. Helen Hunter thanking the committee for their expression of sympathy on the death of her husband and from Mrs. Rose C. Toomey thanking the committee for their expression of sympathy on the death of her husband.

On motion by Mrs. Ackermann, seconded by Mr. Solomons it was voted to accept with pleasure an invitation extended by Miss Baldwin of the Margaret Fuller House to attend a reception to Dr. Martin Leshner on Thursday, January 19, 1967 at 5 p.m.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to make part of the minutes the following communications from the Cambridge Teachers Association and from the sub-committee representing the administrative staff on the ratio salary schedule, and that the matter be placed on the table and the representatives from both organizations be invited to appear before the committee at the next regular meeting.

CAMBRIDGE TEACHERS ASSOCIATION

Jan. 12, 1967

Cambridge School Committee
1700 Cambridge Street
Cambridge, Mass.

Dear Sirs & Madam:

In reference to my letter of January 3 I wish to clarify exactly whom the Association officially represents. It was the intent of the Association to amend the first paragraph of our present agreement to read as follows:

> "The School Committee of Cambridge, Massachusetts hereinafter referred to as the Committee, recognizes that teaching is a profession. The Committee recognizes the Cambridge Teachers Association, under

the provisions of Chapter 673 of the Acts of 1965 of the General Laws of the Commonwealth of Massachusetts, as representative of the majority of the professional personnel employed, or to be employed by the Committee and designates the Association to be such by written notice by both parties to this agreement."

I trust this clears up any questions the Committee may have in reference to whom the association represents.

Sincerely,

/s/ Peter Nelligan, President

January 17, 1967

To the Honorable
Cambridge School Committee
Cambridge, Mass.

Dear Sirs and Madam:

As a follow-up to our letter to the Committee in December, 1966, I should like to submit the answers to the four questions asked by your Honorable Body:

I. Is it a meeting to discuss an increase in Salary?
No, it is a meeting to discuss an adjustment in the base on which the ratio is determined.

II. Who are the Sub-Committee?
Edward J. Murphy, Master, Russell School
John J. Sullivan, Master, Harrington School
Francis Carney, Master, Roberts School
John W. Reilly, Master, Fletcher School
Mrs. Florence Russell, Headmaster's Asst. High & Latin School
Edmond J. Murphy, Asst. Headmaster, High & Latin School
Edward F. Hurley, Director-Audio Visual Education
Charles Cremens, Director of Health & Safety
James H. Foley, Sub-Master, Harrington School
Anthony Apicella, Asst. Director of Music
Raymond Scott, Rindge, Headmaster's Asst.

III. Whom Does the Sub-Committee represent?
All those whose names are listed below in answer to question No. 4.

IV. What Authorization do you have for representing them?
In answer to question No. 4 we, the undersigned, authorize the subcommittee to bring this matter before your Honorable Body:
Raymond G. D'Arcy, Headmaster, High & Latin School
Frank J. Frisoli, Asst. Headmaster, High & Latin
Walter M. Conlon, Asst. Headmaster, High & Latin
Edmond J. Murphy, Asst. Headmaster, High & Latin
Katherine F. Connell, Dean, High & Latin
Richard Colgan, Asst. Director, Pupil Services
Florence M. Russell, Headmaster Asst., High & Latin School
Catherine E. Lovett, Headmaster's Asst., High & Latin School
Marie E. McCabe, Asst. Headmaster, High & Latin School
Florence B. Davey, Headmaster's Asst., High & Latin School
Helen G. Walsh, Dean, High & Latin School
M. Dorothea Murray, Headmaster's Asst., High & Latin

Charles W. Adams, Director of Libraries
H. Clayton Haley, Asst. Director, Audio Visual
Joseph L. C. Santoro, Director of Art
John J. Kelleher, Asst. Headmaster, Rindge Tech. School
Edward G. Hurley, Director, Audio Visual Education
Pierce J. Fitzgerald, Asst. Director, Audio Visual Education
Raymond F. Scott, Headmaster's Asst., Rindge Tech.
William J. Kelleher, Asst. Headmaster, Rindge Tech.
William J. Reagan, Headmaster's Asst., Rindge Tech.
Joseph A. Sateriale, Headmaster's Asst., Rindge Tech.
Robert R. Sweeney, Headmaster, Rindge Tech.
Vincent T. O'Connell, Headmaster's Asst., Rindge Tech.
Kenneth W. Goepper, Master, Morse School
Donald A. York, Master, Webster School
Edward J. Murphy, Master, Russell School
Margaret L. Doolin, Master, Agassiz School
John C. Landrigan, Master, Peabody School
Paul J. Mahoney, Master, M. E. Fitzgerald School
John J. Balfe, Master, Houghton School
Anthony Apicilla, Asst. Director of Music
Ruth F. Boland, Director, Bureau of Pupil Services
Joseph G. McKenna, Headmaster's Asst., High & Latin School
James W. Anderson, Director of Music
Francis J. Carney, Master, Roberts School
Mary R. Mulcahy, Master, Thorndike School
William A. Edmonds, Master, Putnam School
John W. Reilly, Master, Fletcher School
John J. Sullivan, Master, Harrington School
James H. Foley, Submaster, Harrington School
William F. Foley, Master, Longfellow School
Charles H. Cremens, Director of Health & Safety Education
Winifred M. Linehan, Director of Primary Education
Joseph A. Kozlowsky, Director of Physical Education

For the Sub-Committee,

/s/ Edward J. Murphy

The secretary presented a certified civil service list of persons eligible to fill one position of junior clerk-stenographer to fill the vacancy caused by the resignation of Ellen T. Grace and recommended that Mary R. Cavallaro, 129 Webster Avenue, Cambridge, being the only person on the list willing to accept the position, be appointed. On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted on the following roll-call that Mary R. Cavalarro, 129 Webster Avenue, Cambridge be appointed junior clerk-stenographer in the School Department at a salary of $89.83 per week: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

SUPERINTENDENT OF SCHOOLS
(Reports and Recommendations)

There being no objection the chairman ordered placed on file a report on enrollment in the After School Centers for the week ending Jan. 13, 1967.

On motion by Mr. Fitzgerald, seconded by Mr. Duehay it was voted to adopt the Superintendent's recommendation that Wendell F. Fogg, teacher at the Rindge Technical School who will reach retirement age on March 11, 1967, be authorized to continue in employment until the close of school in June, 1967 and that the Mass. Teacher's Retirement Board be requested to authorize his employment.

On motion by Mr. Duehay, seconded by Mr. Good, it was voted to accept the resignation of Mrs. Jeanne (LeComte) Pallatroni, teacher at the Morse School, effective March 1, 1967.

On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that permission be granted to freshmen and sophomores of High & Latin School and Rindge Technical School to voluntarily participate in the tenth annual Essay Contest entitled "Greek Contributions To Civilization Through the Ages", being conducted by the Saints Constantine and Helen Greek Orthodox Church of Cambridge.

On Motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to adopt the Superintendent's recommendation that the following personnel be approved as eligible for appointment to the After School Centers Program:

Reading Teachers: Franz, Janet Hauser; Fitzmaurice, Gail Marie.
Mathematics Teacher: Najarian, Richard J.
Librarian: Keane, Marion S.
Teacher Aides: Hooker, Robert J. Jr.; Regan, Arlene C.
Art Teachers: Klimek, Marlene Patricia; Siskind, Beverly Ann; Hughes, Francis E.
Science Teachers: Leclerc, Daniel C.

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to adopt the Superintendent's recommendation that George McMahon and Frank P. Motta be approved as teachers in the evening school.

On motion by Mr. Good, seconded by Mr. Olesen, it was voted to adopt the Superintendent's recommendation that the Cambridge Police Department be granted permission to use the facilities of the War Memorial Gymnasium to organize a Defensive Tactics Program for members of the Police Department.

REPORTS OF COMMITTEES

On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted that the following report of the Committee on Buildings & Grounds be approved and the recommendations contained therein be adopted:

COMMITTEE ON BUILDINGS & GROUNDS

Monday, January 16, 1967

Present:
James F. Fitzgerald, Chairman
Francis H. Duehay
Ralph Dunphy, Superintendent of Public Works

Your sub-committee reviewed with Mr. Dunphy the budget of repairs necessary in the public schools as submitted to the School Committee at their budget meeting. Mr. Dunphy has agreed to undertake the following painting projects in the various schools and the Committee on Buildings & Grounds therefore recommends that the budget as submitted be reduced by the total amount of the projects listed below or $31,600.00.

Painting:

Fitzgerald School	$ 2,500.00

Fletcher School	400.00
Harrington School	800.00
Longfellow School	500.00
A. Lincoln School	500.00
Morse School	200.00
Webster School	1,200.00
High & Latin (Girls' Lav.)	500.00
Rindge Tech. School	25,000.00
	$31,600.00

It was voted to recommend that the City Manager be requested to proceed at once to engage the services of a competent architect to determine the cost of rehabilitating the present Kelley School building to accommodate 500 to 600 pupils, and that a contract be awarded as soon as possible to accomplish this project and have the building in readiness prior to the time when the Houghton School will be closed for demolition to allow the erection of the new Houghton School.

The Committee on Buildings & Grounds further recommends that in the interest of better community services that the rehabilitating of the Kelley School not be a temporary refurbishing program, but that the building be restored to such a useable condition that at the completion of the present school building program the building may be released to the city by the School Committee as a community-use center and thus satisfy in some measure the demand to provide recreational space for the recreational areas which will have to be diverted for the construction of new school buildings.

It was voted to recommend that the Chief of Police be requested to have a representative of his department appear at the next meeting of the Committee on Buildings & Grounds to discuss the matter of burglar alarms for school buildings.

It was voted to recommend that civil service be requisitioned for a list of persons eligible to fill one position of junior building custodian to fill the vacancy caused by the retirement of Mr. Marcus Graham at the Morse School.

Respectfully submitted,

/s/ James F. Fitzgerald

Chairman

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Tabled Matters:

On motion by Mr. Olesen, seconded by Mr. Fitzgerald it was voted to take from the table the motion "that all teachers in the Cambridge School Department with a Bachelor degree and 25 years of experience (except teachers with two Bachelor degrees) shall receive an equivalency of a Master degree for salary purposes only, effective Sept. 1, 1966." Mr. Olesen moved, seconded by Mr. Solomons that it be referred to the budget. On the following roll-call it was voted to adopt a substitute motion by Mrs. Ackermann, seconded by Mr. Solomons that the matter be referred to the Superintendent for report: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, and Mr. Solomons voting "Yea"; Mr. Olesen and Mayor Hayes voting "Nay". It was then voted to adopt the motion as amended.

NEW BUSINESS

On motion by Mr. Olesen, seconded by Mrs. Ackermann, it was voted on the following roll-call that members of the Cambridge School Committee be authorized to attend the convention of the American Association of School Administrators to be held at Atlantic City, N. J., from February 11, 1967 to February 15, 1967 and that any member attending this convention be granted a sum of $200.00 to cover expenses: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea". The rules having been suspended a motion by Mr. Olesen, seconded by Mr. Fitzgerald to reconsider this vote, hoping same would not prevail, failed of adoption.

On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted that the Superintendent report to the School Committee on the extent which recommendations contained in "Report On Pupil Services-1964" as prepared by Dr. Wm. C. Cottle and Dr. Frances E. Dunn, have been implemented.

Mr. Good moved, seconded by Mr. Olesen, that effective with the closing of the second semester on January 27, 1967, a program be instituted whereby the relative position of a student within his or her grade be changed to the following procedure: Each course of study, i.e., College Preparatory, Business Course, Home Economics Course, etc., at Cambridge High & Latin School and all courses at Rindge Technical School as shown in the brochure "Course of Study April 1966" have a separate and distinct grading. This will also include a breakdown of the College Course to show separate groups, that is Academically Talented, Honor, Regular. In this way we will have a top 20% in each category; and, further, the children, if possible, be advised as to their standing in their group and that any publications printed indicate this. On motion by Mrs. Ackermann, seconded by Mr. Fitzgerald, it was voted that this proposed motion be referred to the Superintendent for report at the earliest possible date.

On motion by Mr. Duehay it was voted (seconded by Mr. Solomons) to convene in executive session.

On motion by Mr. Good, seconded by Mr. Solomons, it was voted to reconvene in regular session.

On motion by Mr. Good, seconded by Mr. Olesen, it was voted to adjourn.

ADJOURNED.

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(Official Report)

Monday, January 23, 1967

Special Meeting:

Called by vote of the School Committee taken at the meeting of January 9, 1967 for the purpose of considering and acting on the budget.

Members present: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes.

Mayor Hayes in the chair.

Mr. Joseph Kozlowsky, Director of Physical Education and Athletic Activities, appeared and discussed at length the athletic budget for the year 1967. At the conclusion of the hearing it was voted on motion by Mr. Solomons, seconded by Mr. Olesen, that Schedule F-15 Athletic Fund be increased by $500.00 for a total of $35,920.

Mr. Duehay moved, seconded by Mr. Solomons, that a representative of the Cambridge Teachers' Association be permitted to address the committee. Mr. Olesen placed objection on the motion. Mrs. Ackermann moved, seconded by Mr. Duehay, that the rules be suspended for the purpose of entertaining Mr. Duehay's motion to hear the teachers representative at this time. After discussion Mr. Olesen withdrew his objection and Mrs. Ackermann withdrew her motion to suspend the rules. Mr. Peter Nelligan, President of the Cambridge Teachers' Association then appeared and discussed matters of mutual interest. The chair then ordered the hearing closed.

On motion by Mr. Fitzgerald, seconded by Mr. Olesen, it was voted to recess until Monday, January 30, 1967 at 7:30 p.m. in the School Committee offices.

RECESSED.

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(Official Report)

Recessed Meeting

Monday, January 30, 1967

Recessed from Special Meeting of the School Committee on January 23, 1967 called by vote of the School Committee taken at the meeting of January 9, 1967 for the purpose of considering and acting on the budget.

Members present: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes.

Mayor Hayes in the chair.

On motion by Mr. Good, seconded by Mr. Duehay, it was voted to suspend the rules for the purpose of allowing Mr. Good to present a motion at this meeting which is not germain to the call of the meeting. On motion by Mr. Good, seconded by Mr. Duehay, it was voted that the Superintendent present a complete report to the School Committee relative to an unpleasant incident which occurred at a basketball game played on Friday, January 27, 1967 between Waltham High School and Rindge Technical School at the Rindge Tech. gymnasium.

The committee resumed consideration of the 1967 School Department budget.

Raymond G. D'Arcy, Headmaster of High & Latin School and Mr. Peter Nelligan, President of the Cambridge Teachers' Association appeared on behalf of the sub-committee representing administrators on the Ratio Salary Plan from Teachers' Maximum Salary - Bachelor Degree to Teachers' Maximum Salary - Master Degree.

At the conclusion of the hearing the chair ordered consideration of the budget resumed.

On motion by Mr. Olesen, seconded by Mrs. Ackermann, it was voted that the item under Schedule A-1 entitled "Home Economics - Headmaster's Assistant" be decreased from $10,340.00 to $8,600.00.

On motion by Mr. Olesen, seconded by Mr. Good, it was voted that the title under Schedule A-1 "Program Coordinator $4,067.00" be deleted from the budget: Mr. Fitzgerald, Mr. Good, Mr. Olesen and Mayor Hayes voting "Yea"; Mrs. Ackermann, Mr. Duehay, Mr. Solomons voting "Nay".

A motion by Mr. Good, seconded by Mr. Olesen, "That the salary of Storekeeper in the Cambridge School Department be increased from $6353.36 to $6901.96" failed of adoption on the following roll-call: Mr. Fitzgerald, Mr. Good and Mayor Hayes voting "Yea"; Mrs. Ackermann, Mr. Duehay, voting "Nay"; Mr. Fitzgerald and Mr. Olesen "Present".

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the Superintendent's report and recommendation that five new positions of permanent part-time junior clerk-typist be established and that a sum of $10,000.00 be included in the 1967 budget to cover these positions: Mrs. Ackermann, Mr. Duehay, Mr. Good and Mr. Solomons voting "Yea"; Mr. Fitzgerald, Mr. Olesen and Mayor Hayes voting "Nay".

Mr. Good moved, seconded by Mr. Olesen that six new positions of permanent intermittent cafeteria workers be established at a stipend of $1.50 per hour for three hours per day to replace students now working at the cafeteria at the Harrington School. On the following roll-call the motion failed of adoption: Mr. Good and Mr. Olesen voting "Yea"; Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Solomons and Mayor Hayes voting "Nay".

On motion by Mr. Olesen, seconded by Mrs. Ackermann, it was voted that the item "Assistant Track Coach—$600.00" be stricken from the Athletic Budget. Mr. Duehay and Mr. Solomons are recorded as voting "Nay".

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted that the sum of $366,050.00 be approved for Schedule A-2 Temporary Employees.

On motion by Mr. Good, seconded by Mr. Solomons, it was voted that Schedule B-1 Printing & Binding be increased by the sum of $1,500.00 for the purpose of assisting in publishing "The Forum" the High & Latin School undergraduate publication.

Mr. Olesen moved, seconded by Mr. Good that the recommended sum of $5,000.00 for Schedule B-44 be increased to $7,500.00. Mr. Good moved to amend, seconded by Mrs. Ackermann, by adding "that the recommended sum of $5,000.00 for Schedule F-3 School Committee Expense be decreased to $2,500.00." On the following roll-call Mr. Good's amendment failed of adoption: Mrs. Ackermann, Mr. Good and Mayor Hayes voting "Yea"; Mr. Duehay, Mr. Fitzgerald and Mr. Solomons voting "Nay"; Mr. Olesen "Present". It was then voted Not to adopt Mr. Olesen's main motion that Schedule B-44 be increased to $7,500.00.

A motion by Mr. Fitzgerald, seconded by Mr. Solomons, to adjourn, failed of adoption on the following roll-call: Mr. Fitzgerald and Mr. Solomons voting "Yea"; Mr. Duehay, Mr. Good, Mr. Olesen and Mayor Hayes voting "Nay"; Mrs. Ackermann "Absent".

On motion by Mr. Olesen, seconded by Mr. Fitzgerald it was voted that the recommended sum of $192,930 for Schedule F-13 Labor & Materials Buildings & Grounds be approved. Mayor Hayes is recorded as voting "Nay".

Mrs. Ackermann moved, seconded by Mr. Solomons that a proposed revised Teachers' Salary Schedule presented by the Cambridge Teachers' Association and dated January 21, 1967, set forth in detail below, be adopted effective Sept. 1, 1967 and that a sum of $46,600.00 be included in the 1967 School Department Budget to cover the increases from Sept. to December 1967. Mr. Good moved to amend the motion, seconded by Mr. Olesen, by adding "That the Salary Ratio Schedule for Administrations by amended by striking out the words "All Ratios based on Maximum Teachers' Salary - Bachelor Degree" and substituting therefore the words "All ratios based on Maximum Teachers' Salary - Master Degree". On the following roll-call Mr. Good's amendment failed of adoption: Mrs. Ackermann, Mr. Good and Mr. Olesen voting "Yea"; Mr. Duehay and Mayor Hayes voting "Nay", Mr. Fitzgerald "Present". On the following roll-call it was then voted to adopt Mrs. Ackermann's motion, seconded by Mr. Solomons, that a proposed revised Teachers' Salary Schedule presented by the Cambridge Teachers' Association and dated January 21, 1967, set forth in detail below, be adopted effective September 1, 1967 and that a sum of $46,600.00 be included in the 1967 School Department Budget to cover the increases from September to December 1967: Mrs. Ackermann, Mr. Duehay, Mr. Good and Mr. Solomons voting "Yea"; Mr. Olesen and Mayor Hayes voting "Nay"; Mr. Fitzgerald "Present".

CAMBRIDGE TEACHERS ASSOCIATION

Jan. 21, 1967

In the event the request for a review of the present salary schedule requested in December by the CTA is granted, the following schedule is submitted for your consideration.

	PRESENT SCHEDULE	PROPOSED SCHEDULE
Starting Step	$5600	$5700
Step 1	$5800	$5900
2	$6100	$6300
3	$6400	$6600
4	$6700	$6900
5	$7000	$7200
6	$7400	$7700
7	$7800	$8100
8	$8200	$8500
9	$8600	$8900
10	$9000	$9300
11	$9400	$9700

On motion by Mr. Fitzgerald, seconded by Mr. Olesen, it was voted to adjourn:

ADJOURNED.

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE

(Official Report)

Tuesday, February 7, 1967

Regular Meeting:

Members present: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes.

Mayor Hayes in the chair.

Vice-Chairman Fitzgerald assumed the chair in order to allow the chairman to offer a motion.

Having filed the proper notice required by the rules, Mayor Hayes moved, seconded by Mr. Olesen, to reconsider the vote adopting the motion "That the proposed revised Teachers' Salary Schedule presented by the Cambridge Teachers' Association dated Jan. 21, 1967 and spread in its entirety in the minutes of the special meeting of January 23, 1967 (recessed and adjourned January 30, 1967) be adopted effective September 1, 1967, and that a sum of $46,600.00 be included in the 1967 school department budget to cover the increases from September to December 1967." On the following roll-call the motion 'to reconsider' prevailed: Mr. Fitzgerald, Mr. Good, Mr. Olesen and Mayor Hayes voting "Yea"; Mrs. Ackermann, Mr. Duehay and Mr. Solomons voting "Nay". The chair ordered the recurring question. On motion by Mr. Olesen, seconded by Mayor Hayes, it was voted that the matter be referred to the budget.

Mayor Hayes in the chair.

The regular order of business having been suspended it was voted on motion by Mr. Olesen, seconded by Mr. Duehay, that Mr. Paul Mahoney, Master of the Fitzgerald School and Project Director for the After School Centers, be invited to discuss with the School Committee the progress of the After School Study Centers. Mr. Mahoney appeared and at the conclusion of the discussion the chairman ordered the hearing closed.

On motion by Mr. Fitzgerald, seconded by Mr. Olesen, it was voted to again suspend the regular order of business for the purpose of proceeding to the consideration and action on the 1967 School Department budget.

The following motion was offered jointly by Mr. Fitzgerald, Mr. Good and Mr. Olesen:

MOTION: That the recommended sum of $6,536,657.90 for Schedule A-1

Permanent Employees be amended to read $6,147,470.90 by the following deductions:

Reducing the recommended sum of $8,600 for Head of Home Economics to $2,000.00.

Deleting the recommended sum of $2,200.00 for Elementary Counselor and $2,067.00 for Adjustment Counselor.

Reducing the recommended sum of $24,440.00 for six directors to $8,140.00.

Deleting the recommended sum of $2,400.00 for Electronics Teacher, Gr. 13 & 14.

Reducing the recommended sum of $10,000.00 for five permanent part-time clerks to $4,000.00.

Deleting the recommended sum of $53,620.00 for salary increases.

Reducing the total of $6,447,470.90 for Schedule A-1 by $300,000.00 in anticipation of Outages.

That the recommended sum of $365,450.00 for Schedule A-2 be amended to read $363,450.00 by reducing the recommended sum of $5,000.00 for Custodial Services to $3,000.00;

That the recommended sum of $13,500.00 for Schedule B-1 Printing & Binding be reduced to $12,000.00;

That the recommended sum of $15,000.00 for Schedule B-13 Communications be reduced to $14,000.00;

That the recommended sum of $8,000.00 for Schedule D-8 Cleaning Supplies be reduced to $7,000.00;

That the recommended sums of $63,250.00 for Schedule D-9 Educational & Recreational Supplies and Schedule F-19 Art Department $21,733.00 be combined into one account titled Schedule D-19 Educational & Recreational at a total sum of $84,983.00 and this sum be reduced to $80,000.00 for Schedule D-9 Educational & Recreational;

That the recommended sum of $25,000.00 for Schedule D-19 Library Text Books be reduced to $20,000.00;

That the recommended sum of $1,200.00 for Schedule F-1 Teachers Examinations be reduced to $200.00;

That the recommended sum of $14,700.00 for Schedule F-14 Audio Visual be reduced to $12,700.00;

That the recommended sum of $192,930.00 for Schedule F-13 Labor & Materials be reduced to $160,000.00;

That the recommended sum of $25,250.00 for Schedule F-16 Music Department be reduced to $21,000.00;

That the recommended sum of $59,253.00 for Schedule G-7 Furniture & Furnishings be reduced to $30,000.00; and

That the recommended sum of $2,000.00 for Schedule G-9 Office Equipment be reduced to $1,000.00.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to take a five minute recess. Time for the recess having expired, the chairman ordered the main motion presented jointly by Mr. Fitzgerald, Mr. Good and Mr. Olesen.

Mr. Olesen moved, seconded by Mr. Good to amend the main motion by inserting the words "that a sum of $5,800.00 be included in the budget to cover one-third of the salary of a third assistant superintendent of schools". A motion by Mr. Duehay that the amendment be referred to the Superintendent for study and report (seconded by Mr. Solomons) failed of adoption on the following roll call: Mrs. Ackermann, Mr. Duehay, Mr. Solomons voting "Yea"; Mr. Fitzgerald, Mr. Good, Mr. Olesen and Mayor Hayes voting "Nay". On the following roll-call it was voted to adopt Mr. Olesen's Amendment "that budget as compiled: Mr. Fitzgerald, Mr. Good, Mr. Olesen and Mayor Hayes voting "Yea"; Mrs. Ackermann, Mr. Duehay and Mr. Solomons voting "Nay". A motion by Mrs. Olesen, seconded by Mr. Fitzgerald to suspend the rules for the purpose of moving reconsideration at this meeting, failed of adoption on the following roll-call (a motion to suspend the rules requiring five votes): Mr. Fitzgerald, Mr. Good, Mr. Olesen and Mayor Hayes voting "Yea"; Mrs. Ackermann, Mr. Duehay and Mr. Solomons voting "Nay".

SCHOOL DEPARTMENT BUDGET
1967

A-1	Permanent Employees	$6,453,270.90	
	Less $300,000.00 anticipated outages	300,000.00	$6,153,270.90
A-2	Temporary Employees		363,450.00
B-1	Printing & Binding		12,000.00
B-2	Postage		2,500.00
B-3	Advertising & Posting		1,000.00
B-4	Transportation of Persons		5,000.00
B-5	Cartage & Freight		13,000.00
B-8	Light & Power		90,000.00
B-10	Rent		3,000.00
B-11	Insurance		5,000.00
B-13	Communications		14,000.00
B-14	Motor Vehicles—Repair		100.00
B-18	Cleaning (Laundry)		4,000.00
B-22	Medical		2,000.00
B-31	Extermination of Insects		1,500.00
B-35	Fees		35.00
B-39	Services Not Otherwise Coded		16,600.00
B-42	Graduation Expenses		2,500.00
B-44	Travel Outside State		5,000.00
D-1	Office Supplies		1,200.00
D-3	Fuel		90,000.00
D-5	Medical Supplies		500.00
D-8	Cleaning Supplies		7,000.00
D-9	Educational & Recreational		80,000.00
D-11	Motor Vehicles—Gas & Oil		850.00
D-13	Chemicals—War Memorial		500.00
D-16	Supplies Not Otherwise Coded		12,000.00
D-17	Motor Vehicles—Parts		100.00
D-18	Text Books		85,000.00
D-19	Library Books		20,000.00
F-1	Teachers Examinations		200.00
F-2	Tuition to Other Cities		6,000.00
F-3	Committee Expenses		5,000.00
F-4	Transportation of Pupils		55,000.00
F-7	Non-Contributory Pensions		155,000.00
F-8	Retirement Contribution		90.00
F-9	High & Latin Commercial		11,000.00
F-12	Prof. Library & Staff Council		1,000.00
F-13	Labor & Materials		160,000.00
F-14	Audio Visual		12,700.00
F-15	Special Athletic Fund		35,920.00
F-16	Music Department		21,000.00
F-17	Psychiatric Consultant		5,000.00

a sum of $5,800 be included in the budget to cover one-third of the salary of a third Assistant Superintendent of Schools": Mr. Fitzgerald, Mr. Good, Mr. Olesen, and Mayor Hayes voting "Yea"; Mrs. Ackermann, Mr. Duehay and Mr. Solomons voting "Nay". Question then came on the main motion as amended. Mr. Duehay placed objection against action at this meeting. The chair ruled that Mr. Duehay's objection was out of order and would not be entertained by the chair inasmuch as objection may only be placed against legislation when originally introduced. On a query by Mr. Duehay that the rules of the School Committee provide that when a motion is made that any member may object to action at this meeting and the matter is laid over until the next meeting, the chairman stated that Mr. Duehay was correct only when legislation is first introduced. Mr. Duehay challenged the ruling of the chair. On the following roll-call the ruling of the chair was sustained: Mr. Fitzgerald, Mr. Good and Mr. Olesen voted to sustain the chair; Mrs. Ackermann, Mr. Duehay and Mr. Solomons voted not to sustain the chair.

The chairman ordered the main motion as amended. A motion by Mrs. Ackermann, seconded by Mr. Duehay, to amend the motion by reinserting the sum of $2,200. for Elementary Counselor, $2,067. for Adjustment Counselor, $2,400. for Electronics Teacher and reducing the required fifty new teachers to forty-seven new teachers, failed of adoption. On the following roll-call it was then voted to adopt the main motion as amended and set forth in its entirety above: Mr. Fitzgerald, Mr. Good, Mr. Olesen and Mayor Hayes voting "Yea"; Mrs. Ackermann, Mr. Duehay and Mr. Solomons voting "Nay".

Mr. Fitzgerald, Mr. Good and Mr. Olesen, offered jointly a motion that the budget of the School Department as promulgated by the School Committee for the year 1967, set forth in detail below, amounting to $7,493,495.00 (said sum representing the amount necessary for the support of the Cambridge public Schools for the year 1967) be adopted; and, further, that the Secretary of the School Committee shall transmit to the City Manager and City Budget Examiner the budget as compiled. Mr. Duehay offered a substitute motion, seconded by Mr. Solomons, that the budget of the School Department as promulgated by the School Committee for the year 1967, amounting to $8,015,414.85 less $300,000. for anticipated outages, a deduction of $29,253. from Furniture & Furnishings and a deduction of $32,930. from Buildings & Grounds for a total net budget of $7,546,995.00, be adopted as the budget for the School Department for 1967; and, further, that the Secretary of the School Committee shall transmit to the City Manager and City Budget Examiner this budget as compiled.

A motion by Mrs. Ackermann, seconded by Mr. Solomons to recess this meeting until Thursday, February 9, 1967, failed of adoption. A motion by Mrs. Ackermann, seconded by Mr. Duehay, that the committee recess for two minutes also failed of adoption.

On the following roll-call Mr. Duehay's substitute motion to adopt a budget totaling $7,546,995.00 failed of adoption on the following roll-call: Mrs. Ackermann, Mr. Duehay and Mr. Solomons voting "Yea"; Mr. Fitzgerald, Mr. Good, Mr. Olesen and Mayor Hayes voting "Nay".

On the following roll-call it was then voted to adopt the main motion that the budget as amended as promulgated by the School Committee for the year 1967, set forth in detail below, amounting to $7,493,495.00 (said sum representing the amount necessary for the support of the Cambridge public schools for the year 1967) be adopted; and further, that the secretary of the School Committee shall transmit to the City Manager and City Budget Examiner the

F-18	School TV Fees	5,700.00
G-7	Furniture & Furnishings	30,000.00
G-8	Educational & Recreational	7,000.00
G-9	Office Equipment	1,000.00
G-10	Science Equipment	5,000.00
G-11	Equipment for Rindge Tech.	28,395.95
		$7,546,111.85
	LESS: Cash Balances PL864 & PL874	52,616.85
	TOTAL SUM REQUIRED—1967	$7,493,495.00

There being no objection it was unanimously agreed to consider at this time a petition received from Joseph A. Kozlowsky, Director of Physical Education and Athletic Activities, requesting permission for the High & Latin and Rindge Technical swimming teams to be hosts to the Eastern Massachusetts Interscholastic Swimming League at the War Memorial Pool on Saturday, February 18, 1967 from 10 a.m. to 10 p.m. for a championship meet. The Superintendent recommended that the requested permission be granted and on motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted that the Superintendent's recommendation be adopted.

The Superintendent announced that the Cambridge Electric Light Company is giving a demonstration on the proper use and care of electrical equipment which is normally used in the home at the Cambridge Electric Light Co.'s office for the Home Economic pupils at High & Latin School and for the girls at the Girls' Vocational School. The Superintendent recommended that permission be granted and that the matter be referred to him with power to act. On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation.

The chair ordered the regular order of business.

On motion by Mrs. Ackermann, seconded by Mr. Good, it was voted that the minutes of the special meeting of Dec. 28, 1966, special meeting of Jan. 9, 1967, special meeting of Jan. 11, 1967, regular meeting of Jan. 17, 1967, special meeting of Jan. 23, 1967 and the recessed meeting of Jan. 30, 1967, be laid on the table.

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted to adjourn.

ADJOURNED.

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(Official Report)

Tuesday, February 21, 1967

Regular Meeting:

Members present: Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes.

Mayor Hayes in the chair.

On motion by Mr. Solomons, seconded by Mr. Good, it was unanimously voted to suspend the regular order of business for the purpose of conducting a hearing.

On motion by Mr. Solomons, seconded by Mr. Good, it was voted to discuss with student editorial staff of the High & Latin School "Forum" the matter of printing the periodical. Miss Frances E. Kelley, Editor-in-Chief of the "Forum" appeared and discussed the matter of having their paper printed either by private printing firms or at Rindge Technical School.

At the conclusion of the hearing it was voted to adopt a motion by Mr. Fitzgerald, seconded by Mr. Good that the headmasters of both high schools, the faculty advisors, the editors of both the High & Latin "Forum" and the Rindge Technical School "Register", together with other members of the faculty who are concerned with the two periodicals be requested to appear before the School Committee at a special meeting.

The chairman ordered the regular order of business resumed.

Having filed the proper notice required by the rules, Mr. Duehay moved to reconsider the vote taken at the regular meeting held on February 7, 1967 "To amend a motion to adopt the School Department Budget for the year 1967 by adding that a sum of $5,800.00 be included in Schedule A-1 in the budget to cover the position of a new Assistant Superintendent of Schools from Sept. 1, 1967." Mr. Solomons seconded the motion to reconsider. The chairman ruled the motion "to reconsider" out of order because the matter which the motion purports to amend is an amendment to a main motion, the main motion as amended having been adopted and therefore it would be necessary to move reconsideration on the main motion as amended. Having failed to file notice to move reconsideration on the entire motion as adopted, the motion 'to reconsider' in this case is out of order.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to adopt the minutes of the regular meeting of February 7, 1967 as presented.

There being no objection the chairman ordered placed on file a communication from Joseph A. Kozlowsky, Director of Physical Education, thanking the committee for their kind expression for quick recovery during his recent illness.

On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted to make part of the minutes the following communication from the Teachers' Retirement Board:

DEPARTMENT OF EDUCATION

January 25, 1967

Edward J. O'Connell, Secretary
Cambridge School Committee

Cambridge, Mass.

Dear Sir:

We acknowledge receipt of your letter dated January 24, 1967 in which you report that at a meeting held January 17, 1967, the Cambridge School Committee voted to request the Teachers' Retirement Board for authorization to continue the employment of Mr. Wendell F. Fogg to the end of the school year in June, 1967. In accordance with the provisions of Chapter 348 of the Acts of 1954 he may be so employed.

Yours very truly,
/s/ Joseph B. Carroll
Executive Secretary

On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted to refer to the Committee on Buildings & Grounds a communication from the City Manager relative to displaying the flag on public buildings, including school buildings.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to make part of the minutes the following communication from the Board of Examiners who conducted the examination for Headmaster's Assistant-Home Economics at High & Latin School:

January 18, 1967

Edward J. O'Connell, Secretary
Cambridge School Committee
Cambridge, Mass.

Dear Sir:

I acknowledge receipt of your lettter of January 13 requesting answers to certain allegations made by Catherine L. Good.

At the present time the members of the Board of Examiners are particularly busy with mid-year examinations, term papers, and grades. We plan to meet and have answers ready for the committee within approximately two weeks.

Very truly yours,
/s/ Mary L. O'Connor,
Chairman
Board of Examiners

On motion by Mr. Solomons, seconded by Mr. Good, it was voted to make part of the minutes the following communication from the Board of Election Commissioners relative to the recent election held regarding the Collective Bargaining Act:

Board of Election Commissioners

February 21, 1967

Cambridge School Dept.
1700 Cambridge Street
Cambridge, Mass.

Dear Sir:

This office has been requested to forward to you the results of the administrative vote taken February 1, 1967, by the Teachers of the Cambridge School System voting on Chapter 763 Collective Bargaining Act:

	YES	NO	BLANKS
Teachers	416	94	10
Administrators	27	14	
Total	443	108	10

Very truly yours,
/s/ Thomas J. Hartnett
Election Commissioners

There being no objection the rules were suspended for the purpose of referring to Tabled Matters.

On motion by Mr. Solomons, seconded by Mr. Olesen, it was voted to take from the table the matter of representative bargaining (Chap. 763, Acts of 1965). Mr. Peter Nelligan, President of the Cambridge Teachers' Association, appeared and discussed with the committee the election held by the Teachers' Association to determine the bargaining agent and the results thereof as set forth in the letter from the Board of Election Commissioners above. At the conclusion of the hearing it was voted on motion by Mr. Duehay, seconded by Mr. Good, to suspend the rules for the purpose of introducing a motion on this subject at this time.

Mr. Duehay moved, seconded by Mr. Solomons, That the Cambridge School Committee recognize the Cambridge Teacher's Association as the bargaining agent for the professional staff of the Cambridge School Department, under the provisions of Chapter 763 of the general laws. It was voted to adopt an amendment to the motion presented by Mr. Olesen, seconded by Mr. Duehay, by adding "Except the Superintendent of Schools and the Assistant Superintendents of Schools; and further, that the Cambridge Teachers' Association prepare and submit to the Cambridge School Committee a new contract for consideration". On the following roll-call it was then voted to adopt Mr. Duehay's motion as amended by Mr. Olesen "That the Cambridge School Committee recognize the Cambridge Teachers' Association as the bargaining agent for the professional staff of the Cambridge School Department, except the Superintendent of Schools and the Assistant Superintendents of Schools, under the provisions of Chapter 763 of the general laws; and, further, that the Cambridge Teachers' Association prepare and submit to the Cambridge School Committee a new contract for consideration. Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

The chairman ordered resumption of the regular order of business.

There being no objection the chairman ordered placed on file a communication from the sub-committee of School Administrators relative to changing the base for the ratio salary schedule.

SUPERINTENDENT OF SCHOOLS
(Reports and Recommendations)

There being no objection the chairman ordered placed on the 'calendar' bids received on boiler insurance.

The chairman ordered placed on the 'calendar' in accordance with the rules the Superintendent's recommendation that the following text books be approved for use in the Cambridge public schools:

Published by Globe Book Co.

Favorite Short Stories
Journeys in Reading, Book 1 & 2, By Woolf Wellemeyer
Exploring a Changing World, Schwartz-O'Connor
Stories For Today's Youth, by Schleyn
Stories for Teen Agers, Book A & B and Books 1 & 2

Published by St. Martin's Press

Elements of Geography, by Smythe, Brown & Pors. Gr. 10-11
A Map Book of Asia, by Ferriday, Gr. 9-11
A Map Book of Africa, by Ferriday, Gr. 9-11
A Map Book of Australasia, by Ferriday, Gr. 9-11
A Map Book of Europe, Ferriday, Gr. 9-11
A Map Book of North America, by Ferriday, Gr. 9-11

Published by L. W. Singer Co.

Modern Mathematics, Book 1 & 2, by Skeen, et al
Using Modern Mathematics
Sets and Numbers, Book 1 through 6, by Suppes

Published by Houghton Mifflin Co.

Modern Math Series, Gr. K-8 by Duncan, et al
Power to Spell Series, Gr. 1-6

Published by Benziger Bros.

Land of the Free, by Caughey, Franklin, May

Published by Rand McNally & Co.

The Free and the Brave, by Graff, Gr. 7 & 8

The Superintendent announced that Brotherhood Week was observed nationally during the week of February 19-26 and recommended that because of vacation it be observed in Cambridge during the week of February 27-March 3, 1967 and that assembly programs be conducted in each school and that exercises be held in the individual classrooms during Brotherhood Week. On motion by Mr. Solomons, seconded by Mr. Olesen, it was voted that the Superintendent's recommendation be approved.

On motion by Mr. Olesen, seconded by Mr. Good it was voted to adopt the Superintendent's recommendation that the following dates be approved for evening school graduations:

Americanization and Evening Elementary School Graduation	Tuesday, April 4, 1967
Evening High and Rindge Evening Industrial Graduation	Thursday, April 6, 1967

On motion by Mr. Fitzgerald, seconded by Mr. Olesen, it was voted to adopt the Superintendent's recommendation that Jacqueline Silverman be approved as a teacher in the evening schools.

On motion by Mr. Solomons, seconded by Mr. Olesen, it was voted to adopt the Superintendent's recommendation that Mrs. Katherine O'Sullivan, teacher at the High & Latin School, having filed the proper forms required by the rules, be granted Maternity Leave of Absence in accordance with the rules, from March 1, 1967 to September 1, 1968.

On motion by Mr. Solomons, seconded by Mr. Olesen, it was voted to adopt the Superintendent's recommendation that the Cambridge Civic Unity Committee be granted permission to sponsor a Poster Contest for school children in grades 4 through 12, participation to be on a voluntary basis.

The Superintendent presented an attendance report for the After School Centers for the week ending February 16, 1967.

On motion by Mr. Fitzgerald, seconded by Mr. Olesen, it was voted to adopt the Superintendent's recommendation that the offer of the firm of Comstock & Westcott Company, of Cambridge, Mass., to provide a $500.00 scholarship to a student of Grade 12 of the High & Latin School or a student in Grades 12 or 14 in the Rindge Technical School who gives definite evidence of being oriented towards a career in science or technology, and more fully outlined in a communication from Comstock & Westcott to the Superintendent of Schools dated December 7, 1967, be and the same hereby is accepted and that the committee for the selection of candidates for this scholarship shall be David E. Hockman, Assistant Superintendent of Schools, Raymond G. D'Arcy, Headmaster of Cambridge High & Latin School and Robert R. Sweeney, Headmaster of the Rindge Technical School; and, further, that the Cambridge School Committee express to Comstock & Westcott Company their sincere thanks and appreciation for this very fine and generous civic gesture.

On motion by Mr. Solomons, seconded by Mr. Good, it was voted to approve the following report presented by the Superintendent and adopt the recommendations contained therein relative to grading of courses in the high schools:

Office of the
Superintendent of Schools
1700 Cambridge Street
Cambridge, Massachusetts 02138

ORDERED:

That the following proposed motion be referred to the Superintendent for report at the earliest possible date:

> That effective with the closing of the second semester on January 27, 1967, a program be instituted whereby the relative position of a student within his or her grade be changed to the following procedure:
>
> > Each course of study, i. e.: College Preparatory, Business Course, Home Economics Course, etc., at Cambridge High & Latin School and all courses at Rindge Technical School as shown in the brochure "Course of Study April 1966" have a separate and distinct grading. This will also include a breakdown of the College Course to show separate groups, that is Academically Talented, Honor, Regular. In this way we will have a top 20% in each category; and, further, the children, if possible, be advised as to their standing in their group and that any publications printed indicate this.

February 2, 1967

The question of rank in class has been a subject of considerable study over a long period of time. It concerns principally the consideration of those pupils who are applying for admission to advanced private institutions of learning. It is not a subject which can be decided within a ten-day period as specified in the order of the School Committee.

It has been the subject of considerable study by many groups and particularly by groups concerned with College Admissions.

The January 1967 issue of the "Bugle", the official publication of the Massachusetts Secondary School Principals' Association, includes a resumé of the problem and of attempts to resolve it. The article includes recommendations which are not consistent with the criteria of the order of the Committee.

In the final analysis the question must be resolved in the manner in which the colleges primarily and the corporations secondarily determine is best for their requirements.

It should be realized that the Joint Committee on School-College Relations as reported in the aforementioned publication of the Massachusetts Secondary School Principals' Association has recommended in the publication of January 1967, page six, that:

a.) "All credit subjects—not just academic ones—be included in computing class rank."

b.) "Terminal students as well as college-bound be included."

c.) "Each transcript carry a profile of a class, reporting not only the distribution of all grades but also the results on some national testing program."

An excerpt from the National Association of Secondary School Principals bulletin of March 1966, pages 13 to 16, reports the result of a survey on class rank indicating that of the small, medium and large school systems which replied to the survey "virtually all schools which compute rank in class (96 percent) do the computation for all students in the class. Not a single school in our sample reports computation of class rank for college preparatory students only."

It should also be realized that a ranking of 20 in a group of 200 is actually the same as a ranking of 2 in a grouping of 20.

The Superintendent is reasonably sure that the colleges base their consideration of rank in class not on number alone but on percentile which is identical in the two situations noted in the previous paragraph.

The Superintendent is likewise certain that the admissions offices of advanced study and the corporations are not so naive as to accept numbers as all important and so unknowing as to not realize the basis on which rankings are determined by individual schools.

Admissions Officers of schools of higher education do not rely only, or even principally, on rank in class.

The transcripts which are forwarded to colleges by our schools explain the basis for the ranking of our students.

The Superintendent recommends that, in the light of what is a general problem for which there is no simple solution which will be equitable to all pupils and which will best serve the purpose of establishing rank in class, a committee be established to study the problem and report to the School Committee no later than March 31, 1967.

The Superintendent recommends that this committee comprise:

Mr. David E. Hockman, Chairman
Mr. Richard T. Colgan
Mr. Raymond G. D'Arcy
Miss Marie E. McCabe
Mr. Robert R. Sweeney

Very truly yours,
John M. Tobin
Superintendedt of Schools

The Superintendent presented the following report on Basic Adult Education and recommended that the School Committee authorize the participation of the Cambridge School Department in the Massachusetts Plan for Basic Adult Education. On motion by Mr. Olesen, seconded by Mr Duehay. it was voted to approve the report and adopt the recommendations contained therein:

Office of the
Superintendent of Schools
1700 Cambridge Street
Cambridge, Massachusetts 02138

February 16, 1967

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE:
Subject: Basic Adult Education

There are presently in the City of Cambridge many adults whose level of achievement is below sixth grade.

Under Title II b of the Economic Opportunity Act, there are federal funds available to finance 90% of the cost of an Adult Basic Education Program. The program is administered by the State Department of Education and subject to its approval.

Any citizen eighteen years of age or over may be enrolled in these classes which will be divided into two groups, one basic and one upper level. The objective is to raise adults to a minimum of a sixth grade level particularly in the language arts and in mathematics.

It is proposed that at each of four of the schools where our After School Study Centers are in operation, two classes, one basic and one upper, begin on or about April 3, 1967. Classes would be designed for a minimum of ten and a maximum of fifteen students. The guidelines require a schedule of 250 hours per class which would require funding through November of 1967. Classes would be conducted from 7:30 to 9:30 p.m., Monday through Thursday.

The 10% contribution from the Cambridge School Department would be from the use of classrooms and equipment therein, and would not require a budget allocation.

The Superintendent recommends that the School Committee authorize the participation of the Cambridge School Department in the Massachusetts Plan for Basic Adult Education.

John M. Tobin
Superintendent of Schools

On motion by Mr. Fitzgerald, seconded by Mr. Good it was voted to lay on the table the following report presented by the committee appointed to study in depth the duties, etc., for custodians:

Office of the
Superintendent of Schools
1700 Cambridge Street
Cambridge, Massachusetts 02138

February 13, 1967

ORDERED:

That a committee be formed to study this problem in depth and recommend to the Sub-Committee on Buildings & Grounds any changes in or additions to the policies now in effect under the Rules of the School Committee. Members of the special committee shall be made up of the Chief Custodian, one senior custodian, one junior custodian, one High School Headmaster or an Assistant Headmaster, one Elementary School Master, and the Assistant Superintendent of Schools for Secondary Schools. Representatives of the custodial staff shall be chosen by the custodians. Representatives of the administrative staff, with the exception of the Chief Custodian and the Assistant Superintendent, shall be chosen by the Superintendent. The Committee shall study and make recommendations on:

1.) Duties and responsibilities of each classification of custodians.

2.) Rates and method of payment for all work beyond the 40-hour week.

3.) Bases for assignment of personnel.

TO: Sub-Committee on Buildings and Grounds

In compliance with the order of the School Committee, a committee comprising Mr. John Balfe, Mr. Frank Frisoli, Mr. Joseph Dynan, Mr. Thomas Culhane, Mr. William Fitzgerald and Mr. David Hockman submits the recommendations which follow:

The Committee's decision was to crystallize its thinking in the submission of a recording of specific dutes, and of exact changes in the present Rules of the School Committee.

That part of Chapter XIX which establishes procedures for payment of Rental and Custodial Fees has been prepared to provide either for payment directly to the custodians of amounts due them, or as an alternate, payment to the School Department and monthly payment to the Custodians.

For the Committee
David E. Hockman, Chairman
John J. Balfe
Thomas J. Culhane
Joseph F. Dynan
William J. Fitzgerald
Frank J. Frisoli

DUTIES AND RESPONSIBILITIES OF CUSTODIANS, MATRONS AND JANITRESSES

SENIOR CUSTODIAN:

DUTIES: Under direction, to have charge of the cleaning and sanitary maintenance of a school building, the operation and care of the heating and ventilating system, and the care and maintenance of the school grounds (under the jurisdiction of the School Department): to participate in the work; and to perform related work as required.

EXAMPLE OF DUTIES: Supervising and participating in activities such as sweeping, dusting, mopping, scrubbing, waxing, polishing; making minor repairs and adjustments; cleaning and care of floors (wood, concrete, vinyl tile), walls (plaster, wood, cinder block), windows, light fixtures, toilets, washbowls, furniture, and other building furnishings and equipment; supervising, scheduling, and inspecting the work of employees engaged in school building care and maintenance activities; supervising and participating in the activities required for the care and maintenance of the school grounds (under the jurisdiction of the School Department), including the mowing and watering of grass, the sweeping of walks and the removal of snow and ice, requiring the use of hand and power lawn mowers, rakes, snow blowers, shovels, etc.; having responsibility for the operation and care of a heating (oil-fired, steam heating boilers) and ventilating (fans, blowers, unit ventilators) system; having responsibility for requisitioning and keeping inventories of custodial supplies and equipment; inspecting the school building to determine the necessity for maintenance work; submitting reports concerning the necessity for performing maintenance work; checking deliveries of fuel; displaying the flag of the United States according to custom; having responsibility for maintaining a high standard of sanitation; having responsibility for eliminating fire hazards and preventing accidents.

JUNIOR CUSTODIAN:

DUTIES: Under direction his responsibilities and duties will be those of the Senior Custodian with the exception that no Junior Custodian shall have supervision of any other personnel.

MATRON:

DUTIES: Under supervision, to have charge of the cleanliness and proper use of teachers' and pupils' facilities; to supervise pupils when not in classrooms; to distribute milk or food to pupils; to administer first aid; and to perform related work as required.

EXAMPLES OF DUTIES: Cleaning and keeping assigned classrooms, toilet rooms, shower rooms, and locker rooms in order by performing activities such as dusting and polishing furniture, sweeping, washing, scrubbing, and waxing floors (wood, asphalt tile, and ceramic tile), cleaning washbowls, etc.; having responsibility for the conduct of pupils when arriving at or leaving school, when in lunchrooms, at recess, or when not under the direct supervision of teachers; distributing milk or food to pupils; collecting money and collecting milk bottles after use; administering first aid to pupils and taking them home when ill; rendering any assistance to teachers and pupils as required by the Principal; reporting the improper use of any facilities, loss of keys, etc., to the Principal; assisting in distributing supplies.

JANITRESS:

DUTIES: Same as those of a Junior Custodian.

II. The committee recommends that the following changes be effected in the present Rules of the School Committee:

Chapter VII High School Headmasters—Elementary School Masters and Submasters.

Section 1. Powers and Duties

(f) Change to read as follows:
"While schools are in session,
they shall have supervision over custodians, matrons, janitresses and nutrition class attendants assigned to their respective buildings and shall report each month to the Chief Custodian on the work and the deportment of such personnel."

(g) Add:
"While schools are in session,
they shall have supervision over the work and deportment of all other personnel assigned to their respective buildings."

Chapter XIV Civil Service Employees
be changed as follows:

Section 2. Age Limit—Delete
Section 3. Renumber as Section 2.
Section 4. Renumber as Section 3.
Section 5. Delete
Section 6. Renumber as Section 4. Add the sentence: "All custodial overtime must be authorized by the Chief Custodian."

Chapter XV Chief Custodian
be changed as follows:
Section 1. Insert word "janitresses" after the word "matrons."
Section 3. Rephrase to read, "He shall assign junior custodians, matrons, janitresses, and nutrition class attendants. He shall outline their duties. He shall recommend the transfer of all custodians, matrons, janitresses and nutrition class attendants and report the effective date of all transfers at the next meeting of the School Committee. Except for Senior Custodians, transfers shall be in accordance with Section 4 of this Chapter.
Section 4. Transfer of Junior Custodians by Seniority.

When a permanent vacancy occurs in junior custodial positions, due notice shall be mailed to each junior custodian not less than ten days after such permanent vacancy occurs. When notices are mailed to junior custodians said notices shall contain the closing date for the receipt of applications. Permanent vacancies shall be filled within thirty working days of their occurrence.

When more than one vacancy exists, such fact shall be made clear in the notice to junior custodians.

All junior custodians regularly in the employ of the School Committee who, by reason of such employment are eligible for the vacancies for which notice has been mailed, may make application in writing to the Chief Custodian for the vacant position or positions.

The Chief Custodian shall select for appointment one of the three applicants with the greatest seniority. When the Chief Custodian recommends any person other than the person with the greatest seniority he shall report to the Committee his reasons for not appointing the person (or persons) with the greatest seniority. In all cases, seniority for vacancies shall be determined by the seniority list as filed by the School Department with the Massachusetts Division of Civil Service under Chapter 81 Section 15c. In the event there are no applicants, appointments to such positions shall be made from among the three junior custodians in the inverse order of seniority.

The above shall not in any way abridge the right of the Chief Custodian to effect temporary placement of junior custodians.

Chapter XVI Custodians—Matrons—Janitresses—Nutrition Class Attendants. While schools are in session,

Section 1. All custodians, matrons, janitresses and nutrition class attendants shall be directly responsible to the Master of the building to which they are assigned. While schools are not in session, they shall be directly responsible to the Chief Custodian.

Section. 2. All custodians, matrons, janitresses and nutrition class attendants not assigned to a building shall be directly responsible to the Chief Custodian.

Section 3. The Chief Custodian, with the approval of the Superintendent, shall establish daily working hours of custodians, matrons, janitresses and nutrition class attendants consistent with Civil Service Regulations.

Chapter XIX

Section 4. Change "4:00 P.M." to "4:30 P.M.".

Custodial Fees:

Rephrase to read as follows:

"Custodians, matrons and janitresses shall be compensated at the hourly rate of 1/40 of the maximum weekly salary established for their classification. Any extraordinary service performed over and above the regular duties of their classification must be paid for by the holders of permits."

Section 10. Payment of Rental and Custodial Fees.

At least five days prior to the date of occupancy, the holder of a permit must present to the Business Agent of the School Department payment in full of the amount specified on the permit. Failure to comply will result in cancellation of the permit. Use beyond the time specified on the permit or performance of extraordinary services beyond regular duties of school department employees will be billed accordingly.

Within 24 hours after the use of school buildings by permit holders the School Department employee(s) assigned will forward to the Chief Custodian the required report.

Payment to School Department personnel will be on a monthly basis.

OR (Alternate)

Section 10. Payment of Rental Fees.

Holders of permits must, at least five days prior to the date of occupancy, present to the Business Agent of the School Department payment in full of the amount specified on the permit. Failure to do so will result in cancellation of the permit.

Section 11. Payment of Custodial Fees.

Holders of permits will pay custodial personnel fees consistent with the established schedule.

Within 24 hours after the use of school buildings by permit holders the School Department Employee(s) assigned will forward to the Chief Custodian the required report.

The Superintendent presented the following report on Educational Specifications for the proposed new Putnam-Thorndike School. Mr. Fitzgerald moved, seconded by Mr. Olesen, that the report be adopted. On motion by Mr. Good, seconded by Mr. Duehay it was voted to amend the report by striking out in No. 8 of the recommendations on the last page, the words "merit consideration" and substitute therefore the words "shall be required." On motion by Mr. Solomons, seconded by Mr. Duehay, it was further voted to amend the report by striking out in No. 11 of the recommendations on the last page, the words "serious consideration" and substitute therefore the words "shall be installed". It was then voted to adopt the motion as amended to adopt the report as amended and set forth in detail below:

Office of the
SUPERINTENDENT OF SCHOOLS
1700 Cambridge Street
Cambridge, Massachusetts 02138
John M. Tobin, Superintendent

February 17, 1967

SUBJECT: Educational Specifications for the New Putnam-Thorndike School.

In any consideration of educational requirements for a new school, the Superintendent and the School Committee consider the population trends over the past five years; the anticipated trend over the foreseeable future; the experience drawn from the planning, construction and uses of new schools built in the City of Cambridge in recent years; the anticipated educational trends; the consensus of the citizens in regard to the needs of the community; the fiscal position of the city.

An analysis of the records at the Putnam and Thorndike Schools over the past five years indicates a reasonably stable pupil enrollment. However, our experience with the four new elementary schools constructed in the last ten years has shown the effect of each new school in attracting families with children to that neighborhood, in transfers of children to that neighborhood, in transfers of children to the new public school who have been attending non-public schools, in attracting non-residents to request admission for their children. The latter has in every case caused the new schools to be taxed to the extent that special purpose rooms, such as science, home economics, library and the like, have been used as classrooms.

Examining the overall pupil enrollments in the public schools of Cambridge during the last ten years indicates very slight changes. A forecast of the Planning Board for the next ten years foresees only a slight increase.

The educational trend in class size in all schools has been downward. The citizens of Cambridge have supported that policy. The present rule of the Cambridge School Committee is that the optimum class size in grades Kdgn. through six is 26 and the mapimum, 34. In grades 7 and 8 the optimum is 30 and the maximum is 38.

In the four new elementary schools in the City of Cambridge constructed in the last ten years, with the support and at the urging of the citizens, there were provided in each separate auditoriums, cafeterias and gymnasiums; grouping of facilities in such a manner that those which lend themselves especially to after-school use by the community would be centrally located; extensive support for an expansion of the "hot lunch" program to all schools.

There continues in our City a well supported request for the "Community School" concept and for the immediate expansion of the "hot lunch" program to all existing schools.

The City Council and the City Manager have approved the construction of the Putnam-Thorndike and two other new elementary schools as being within the fiscal limitations of the tax structure.

In designing the school to meet the educational requirements, the architect should consider the following in each case:

A. CLASSROOMS

1. General

Planning should include chalkboards and tackboards and one book unit for reference books which can be easily raised or lowered to meet any change in the grade assigned to a room. In the lower grades tackboard space should exceed chalkboard and decrease as the grade level increases. Tackboard, chalkboard and book units should be standard for all rooms to permit ease of change between rooms. Locked cabinet and open shelf space with counter top should be provided. A closet for the teacher's personal effects and storage, a sink with provision for a drinking fountain, a ventilated wardrobe for pupils' outer garments, a clock, a television screen, electrical outlets at both front and rear, map rails, separate "on-off" switches for each row of lights, fireproof acoustical ceiling tile, effective shades to permit darkening of rooms for use of projectors.

2. Special

a. Remedial Reading
Extensive shelves for display of books and magazines. Furniture of varying heights to accommodate small groups of different age levels. Smaller in floor area because optimum number of each group would be 5.

b. Pre School and Kindergarten
Storage space to accommodate supplies and equipment such as trucks, tricycles, paper up to 12″ x 18″, etc.; furniture which will provide for individual work and for group use; entry to and exit from room on ground level; heating unit under floor; floor tile design to provide for games. Pre school classes with an optimum of 15 pupils and kindergarten classes with an optimum of 26 pupils will require large floor space because of nature of the instruction.

c. Retarded Children (3 Rooms)

(1) One room—provide for trainable children in the age group of 7 to 19 yrs.

(2) One room for special class groups of retarded children between the ages of 3 yrs. to 12 yrs.

(3) One room for special class group of retarded pupils between the ages of 12 and 16 yrs.

Optimum grouping will be limited to 15 pupils in each class for instruction in basic subjects. Children would make use of other specialized facilities of the new school such as the gymnasium, music rooms, science room, auditorium, cafeteria, language laboratory, Industrial Arts and Home Economics. Policy would be to have these pupils join with other pupils in specialized areas to the extent of each retarded pupil's capability. Adjacent toilet facilities should be provided for the room housing the youngest group. More extensive use of concrete objects and of audio-visual aids for instructional purposes would require more storage, more usable floor space and greater accessibility of electrical outlets than in the regular classrooms.

B. HOMEMAKING

Provision for instruction in sewing, dress making, food preparation, routine home care.

C. INDUSTRIAL ARTS

Provision for instruction in woodworking, plastics, light metal shaping, soldering, minor home repairs (such as wiring lamps, using small power tools, changing washers on water faucets, etc.)

D. LIBRARY

Shelving to accommodate maximum possible books, student carrels for individual study with some equipped for listening to music; four-speed phonographs and space for records; tables to seat pupils of different age levels.

E. LANGUAGE LABORATORY

30 student carrels and master console with adjacent storage space for tapes and records. Suggest possibility of locating this facility adjacent to Library.

F. SCIENCE ROOM

Worktables and sinks with all utilities, one "hood", an emergency shower; provide for 30 students. Adjacent space for storage of chemicals and preparation and storage of projects. Locked cabinets around room for safekeeping and storage of equipment.

G. MUSIC ROOMS

Soundproofed for use in individual and small group instrumental instruction. Preferably adjacent to auditorium so that they can be used after school as Dressing Rooms.

H. AUDITORIUM

Fixed seats on sloping floor; deep stage with side curtains; dimmer board with colored lights; movie projection screen with motor to raise or lower as needed; small projection booth in rear for use with 16 m.m. educational films.

I. GYMNASIUM

Motor driven folding door to permit separation into boys' and girls' sections; provision for corrective gym instruction; scoreboard; independent audio system; either sliding or fixed bleachers; storage for large equipment.

J. LOCKER ROOMS AND SHOWERS

Lockers provide basket lockers for 600 students which can be recessed into storage space and locked.

Lockers for 60 students of size necessary to store clothing worn in school. Lockers for 50 adults of size to store outer and inner garments.

Individual dressing cubicles and enclosed showers for 40 females. Gang showers for males.

K. CAFETERIA

Equipped with folding table and chair units, water coolers, good natural light.

L. KITCHEN

To provide for storage of perishables and dry foods, loading platform and driveway for trucks, garbage disposal, proper ventilation.

Sufficient to provide for preparing lunches for pupils at the Putnam-Thorndike and also at the Fletcher, Roberts and Longfellow Schools.

Small apartment style kitchen and storage for use by adult groups after school hours.

Floor plan provide for movement to truck loading platform of mobile racks and units to transport food to other schools noted.

M. GENERAL PURPOSE ROOM

Designed for use with group of varying sizes up to maximum of 60. Will provide for large group instruction in basic subjects, choral practice and orchestra practice, art instruction, audio-visual room, small after school meeting room.

N. ART ROOM

Natural lighting to greatest possible extent. Storage facilities for art supplies.

As a guide in the planning, the chart which follows details the number and type of facilities required; the approximate floor space of each unit and any special considerations:

No. Req.	TYPE	Floor Space of each unit	
2	Foreign Class	1,900 sq. ft.	
3	Special Class Room	1,000 sq. ft.	1 with adjacent toilets
1	Pre School	1,000 sq. ft.	with adjacent toilets
2	Kindergarten	1,200 sq. ft.	with adjacent toilets and storage
4	Grade 1	1,050 sq. ft.	with adjacent toilets
4	Grade 2	960 sq. ft.	
3	Grade 3	960 sq. ft.	
3	Grade 4	960 sq. ft.	
3	Grade 5	960 sq. ft.	
4	Grade 6	960 sq. ft.	
4	Grade 7	960 sq. ft.	

4	Grade 8	960 sq. ft.	
2	Remedial Reading	600 sq. ft.	
1	Homemaking Room	1,300 sq. ft.	
1	Industrial Arts	1,800 sq. ft.	
1	Library	3,000 sq. ft.	with adjacent office and workroom and with space for storage and issuance of audio-visual equipment and materials
1	Science	1,500 sq. ft.	with adjacent project area
2	Music Practice Rooms	108 sq. ft.	
1	Health Suite	1,000 sq. ft.	with common waiting room and separate offices for doctor, dentist and nurse
1	Administration Suite	1,200 sq. ft.	with Master's Office, outer office with provision for secretary, storage space, conference room and toilet
1	Guidance Suite	600 sq. ft.	with 2 Counselor's Offices and outer office
1	Auditorium	2,500 sq. ft.	to seat 300
1	Cafeteria	2,400 sq. ft.	to seat 250
1	Kitchen	2,400 sq. ft.	with separate facilities for community use; provision for preparation of hot lunches for Fletcher, Roberts and Longfellow Schools
1	Locker Room and showers, Gymnasium	6,000 sq. ft.	
1	Language Laboratory	1,200 sq. ft.	with adjacent storage space
3	Teachers' Rooms		Each room designed to provide work space, shelving for reference books and magazines, small unit for light food storage and preparation and toilet facility. One room for women teachers in pre-school thru grade three One room for women teachers in grades 4-8 One room for men teachers in grade 4-8
1	Office for Custodians	200 sq. ft.	Provided with shower, toilet and clothes storage lockers
1	General Purpose Room	1,500 sq. ft.	Provide for music and art instruction with storage space for supplies and equipment
1	Office for Matron and/or Janitress	100 sq. ft.	Provision for clothes storage
1	Art Room	1,000 sq. ft.	Provide for natural light and storage of art supplies
1	Music Room	1,200 sq. ft.	Provide for storage space for music and instruments with some attention to soundproofing

There are certain general considerations which should be considered:

1. Classrooms should be planned with soundproofed partitions which will provide the necessary flexibility for large, intermediate and small group instruction.

2. The buildings shall be planned compactly on an urban scale to utilize the tract efficiently.

3. Basic utilities should provide a reasonable safety factor for expansion.

4. Facilities which would be used after school hours should be grouped in one unit which could be closed off from the rest of the school.

5. Zone heating should be included.

6. The administrative offices, the health suite, the guidance offices, the Library, the Conference Room, the Cafeteria, the Auditorium, the Gymnasium, the Industrial Arts Room, and the Home Economics Room should be centrally located.

7. Consideration should be given to providing separate sections with adjacent play areas for kindergarten, primary grades and upper grades.

8. The installation of a burglar alarm system, a fire detection system and/or a sprinkler system and unbreakable window glass shall be required.

9. The appearance of the building must receive consideration.

10. Materials which require a minimum of maintenance should be used on the inner walls and floors.

11. Air conditioning as part of the ventilating and heating system shall be installed since the school year and the use of school buildings extends more and more over a twelve-month period.

12. Consideration should be given to incorporating in the design of the school provisions for its use as a shelter in the overall planning for Civil Defense.

The educational specifications detailed in the presentation are not complete in every detail. They are intended to provide the architect with the basic overall requirements as a framework within which he will have freedom to present his recommendations for consideration and for final approval.

John M. Tobin
Superintendent of Schools

On motion by Mr. Olesen, seconded by Mr. Duehay, it was voted to adopt the Superintendent's recommendation that seniors in both high schools be authorized to participate on a voluntary basis in the annual Scholarship Award Program conducted by the Mass. State Labor Council, AFL-CIO.

REPORTS OF COMMITTEES

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted on the following roll-call to approve the following report of the Committee on Buildings and Grounds and adopt the recommendations contained therein: Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mrs. Ackermann "Absent".

Committee on Buildings & Grounds
Monday, Feb. 13, 1967

Present: James F. Fitzgerald, Chairman

Francis H. Duehay

Your committee conferred at length with Mr. Jordan Berman with relation to the refurbishing of the School Committee and business offices and also with Mr. John A. DeLoria relative to the rehabilitating of the Haggerty School.

It was voted to recommend that the first person on the certified civil service list for junior building custodians, Mr. Charles K. Babalas, 1 Highland Park, Cambridge, be appointed junior building custodian to fill the vacancy caused by the retirement of Marcus Graham at the Morse School.

Many complaints have been received relative to the poor condition of K-4 room at the Harrington School and this matter is now under investigation, particularly with regard to heating these units and it is planned to replace the present heating unit to alleviate this condition. It is recommended that the City Manager be informed of these conditions and requested to take suitable action against either the architect or the contractor.

It was voted to recommend approval of the Chief Custodian's recommendation that Thomas Culhane, who ranks second in seniority, be transferred from Junior Building Custodian at the Houghton School to the Morse School without change in rating or salary. The Chief Custodian advised that he had selected the person second in seniority as the custodian with the highest seniority did not have enough experience in operating a heating plant.

Respectfully submitted,

/s/ James F. Fitzgerald
Chairman

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Tabled Matters:

On motion by Mr. Olesen, seconded by Mr. Duehay, it was voted to take from the table the motion to accept an invitation from the subcommittee of the Administrative Staff to meet with them to discuss a matter of importance to all concerned. On motion by Mr. Olesen, seconded by Mr. Fitzgerald, it was voted to place the matter on file.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted that the School Committee hold a special meeting in executive session on Thursday, March 2, 1967 at 7:30 p.m. in the School Committee offices for the purpose of considering the publishing of the high schools newspapers and that the student editors, faculty advisors, headmasters of both high schools and any other members of the faculty involved in these newspapers be requested to attend this meeting.

NEW BUSINESS

Mr. Duehay and Mr. Solomons offered jointly a motion that the budget for the Cambridge School Department, adopted by the Cambridge School Committee at the meeting of February 7, 1967 and forwarded to the City Manager as the budget for the year 1967 amounting to $7,493,495.00 be amended by including the following supplementary budget:

Schedule A-1 Permanent Employees

Elementary Counselor $2,200.00

Adjustment Counselor 2,067.00

Increasing the recommended sum of $8,140.00 for six directors to $24,440.00

Electronics Teacher, Gr. 13 & 14 $2,400.00

Increasing the recommended sum of $4,000.00 for five permanent part-time clerks to $10,000.00

Schedule A-2 Temporary Employees

That the total recommended sum of $363,450.00 be increased to $365,450.00 by increasing the appropriated sum of $3,000.00 for custodial services to $5,000.00

Schedule B-1 Printing & Binding.

That the recommended sum of $12,000.00 be increased to $13,500

Schedule B-13 Communications.

That the appropriated sum of $14,000.00 be increased to $15,000.00

Schedule D-8 Cleaning Supplies.

That the appropriated sum of $7,000.00 be increased to $8,000.00

Schedule D-9 Educational & Recreational Supplies.

That the appropriated sum of $80,000.00 be increased to $84,983 and divided as follows: D-9 Educational & Recreational Supplies $63,250.00 and Art Supplies $21,733.00.

That the appropriated sum of $20,000.00 be increased to $25,000.00

Schedule F-14 Audio Visual.

That the appropriated sum of $12,700 be increased to $14,700.00

And, further, that the sum of $7,493,495.00 adopted as the School Department Budget for 1967 at the meeting of February 7, 1967 be increased by the sum of $46,410.00 and that the City Manager be notified that the total amount necessary for the support of the Cambridge public schools shall be $7,539.905. Objection was placed against action on the foregoing motion at this meeting and the chairman ordered the motion placed on the 'calendar'.

Mr. Duehay and Mr. Solomons offered jointly a motion that the City Manager be instructed to strike from the 1967 School Department Budget, the appropriation listed for the position of a third Assistant Superintendent, $5,800.00 inasmuch as this position does not exist under the Rules of the Cambridge School Committee. Objection was placed against action on the foregoing motion at this meeting and the chairman ordered the motion placed on the 'calendar' as required by the rules.

Mr. Olesen moved, seconded by Mr. Fitzgerald, that the School Committee hold a special meeting, in executive session for the purpose of consulting with the Superintendent of Schools and the Assistant Superintendents of Schools relative to an equitable assignment of duties for the Assistant Superintendents which will result in a more efficient and effective school administration. Mr. Solomons objected to action at this meeting and the chairman ordered the motion placed on the 'calendar' as required by the rules.

On motion by Mr. Olesen, seconded by Mr. Good it was voted that William F. X. Linskey, Athletic Trainer, be commended for the expert and efficient manner in which he administered first-aid to a spectator hurt in the unfortunate incident during the basketball game between Rindge Technical School and Waltham High School.

On motion by Mr. Olesen, seconded by Mr. Good it was voted that any expense incurred by the parents of the spectator hurt in the unfortunate incident during the basketball game between Rindge Technical and Waltham High, over and above those expenses covered by Blue Cross-Blue Shield, shall be paid from the Special Athletic Fund of the Cambridge School Department.

Mr. Olesen moved, seconded by Mr. Good, that the Student Councils of High & Latin School and Rindge Technical School consider adopting a policy relative to appearance of male students, i.e., haircuts, dress, etc., and to establish guide lines for the proper attire for students in both high schools. Mr. Solomons objected to action at this meeting and the chairman ordered the motion placed on the 'calendar' as required by the rules.

Mr. Olesen moved, seconded by Mr. Good, that the Superintendent be requested to report to the School Committee as soon as possible, a job-description for the position of Master's Assistant in the elementary schools, outlining specifically the duties performed for the $500.00 stipend awarded to persons holding this position.

On motion by Mr. Fitzgerald, seconded by Mr. Olesen, it was voted to adjourn;

ADJOURNED.

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(Official Report)

REGULAR MEETING:

Tuesday, March 7, 1967

Members present: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes.

Mayor Hayes in the chair.

On motion by Mr. Good, seconded by Mr. Olesen, it was voted to suspend the regular order of business for the purpose of presenting a motion at this time.

On motion by Mr. Good, seconded by Mr. Olesen, it was voted that the committee stand in silence for two minutes out of respect for the memory of William H. Lackie, custodian at the M. E. Fitzgerald School, who died on March 5, 1967.

The chair ordered the regular order of business resumed.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that the minutes of the meeting of February 21, 1967 be approved as presented.

On motion by Mrs. Ackermann, seconded by Mr. Good, it was voted to make part of the minutes the following communication received from a subcommittee of the Cambridge Council of Parent-Teacher Association appointed to study the idea of community schools:

March 6, 1967

Cambridge School Committee
1700 Cambridge Street
Cambridge, Mass.
Attn: Edward J. O'Connell, Secretary

Gentlemen:

Fresh from a most exciting and promising experience we want to let you, the Cambridge School Committee, know about a project in which we are engaged. About a month ago the Cambridge Council of Parent-Teacher Associations asked the two of us to be co-chairmen of a committee to study the rapidly growing interest in our City in the idea of community schools. We agreed, but said that we would need full support from the public as a whole in order to be able to do the job. Just last Tuesday evening in a meeting held in the library of the Rindge Technical School we got a clear indication of that "full support." About sixty people from all walks of life and all sections of Cambridge joined with us to organize the Committee on Community Schools.

In the next two months this group, supported further by many other Cambridge citizens, is going to conduct a full survey of community interests and resources with reference to the community school idea. We expect by the end of April to have finished our work and to have available for you and for any others who are interested a complete analysis of the results of our survey. We have informed the School Department of our intentions and it has responded by expressing its lively interest in what we are doing. This letter is to inform you also of our plans to solicit your active interest, and to pledge to you our best efforts to make this survey of genuine usefulness to the community as a whole.

With kindest regards,

Sincerely yours,
John Gairachty
(The Rev.) Carl Edwards
Co-Chairmen

On motion by Mr. Olesen, seconded by Mr. Good it was voted to place on file a communication from the City Council congratulating the High & Latin School Swimming Team for their fine performance in the Greater Boston Interscholastic Competition.

SUPERINTENDENT OF SCHOOLS
(Reports and Recommendations)

On motion by Mr. Solomons, seconded by Mr. Good, it was voted to adopt the Superintendent's recommendation that the following graduation dates for the high schools be approved:

Cambridge High & Latin School Monday, June 5, 1967 at 6:00 p.m.
(on the lawn of the War Memorial Building)

Rindge Technical School Tuesday, June 6, 1967 at 6:00 p.m.
(on the lawn of the War Memorial Building)

The chairman ordered placed on the 'calendar' as required by the rules a recommendation of Charles W. Adams, Director of Libraries in the Cambridge School Department, that the rules of the School Committee pertaining to the qualifications and appointment of librarians be amended to read as follows:

> "The following procedures shall govern the qualifications and appointment of librarians:
>
> 1) Applicants for the position of Librarian must qualify, be rated and be recommended to the School Committee by the Board of Examiners in the same manner as are all other teachers and will be compensated at the same rate.
>
> 2) In addition, applicants must possess a **Massachusetts School Librarian's Certificate** or a Bachelor's or Master's Degree in library science from an accredited college or university."

On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that permission be granted to solicit contributions in the Cambridge public schools for the purpose of establishing a memorial in the form of a large American Flag, properly marked and mounted, in memory of the astronauts Virgil Grissom, Edward White and Robert Chaffee who gave their lives for their country on January 27, 1967, said memorial to be presented to the National Aeronautics and Space Administration with the request that this flag be displayed in the lobby of the main building in the Kendall Square Compound; and, further, that the pupils of the Cambridge public schools be permitted to participate on a voluntary basis in this program.

On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that the proposed course "Transition—High School to College" as prepared by Richard T. Colgan, Assistant Director in the Bureau of Pupil Services, and set forth in detail below be adopted:

> 1) This course would be offered Thursday evenings. Permission is requested to use Room 124 which is large enough to accommodate both students and parents. It is also accessible to the office of the Assistant Director of the Bureau of Pupil services should there be need for any referral materials, etc. This program would terminate April 6, 1967. It is largely a pilot project built out of observed needs of students and research of the problem.
>
> 2) All participants would vacate the building at 9:25 p.m.
>
> 3) No student enrollment would be entertained unless parents (one or both) accompanied the youth(s) to and from classes. This would be explained and firmly established at time of initial enrollment.
>
> 4) As you stated, enrollment would definitely be limited to 25 youths and their parents.
>
> 5) Representation will be from those persons already familiar with college life; however, were enrollment to be heavier than anticipated preference to those parents who have never attended college and do not currently have children in college.

On motion by Mr. Olesen, seconded by Mr. Duehay, it was voted to adopt the Superintendent's recommendation that permission be granted the Morgan Memorial to conduct their annual Clothing Collection in the Cambridge public schools on Friday, May 12, 1967.

On motion by Mr. Olesen, seconded by Mrs. Ackermann, it was voted to adopt the Superintendent's recommendation that approval be granted to submit to the U. S. Department of Health, Education and Welfare, Vocational Rehabilitation Administration, Washington, D. C., for funding a proposal to initiate, in cooperation with the School Department of the Cities of Somerville and Medford and the Boston College School of Special Education, a coordinated program of vocational rehabilitation and special education services for trainable retarded youth and young adults.

The Superintendent presented attendance records for the week ending March 2, 1967 for the After School Centers.

The Superintendent presented the following communication from the Boston School Committee relative to the program of the Metropolitan Council for Educational Opportunity which enables non-white children to attend school in the Boston Suburbs, and the Superintendent recommended that the matter be referred to his office for study and report. On motion by Mr. Solomons, seconded by Mr. Good, it was voted to accept in principle the program of the Metropolitan Council for Educational Opportunity, outlined in the communication below and that the plan be referred to the Superintendent of Schools for report as to how it will be implemented by the Cambridge School Committee:

BOSTON PUBLIC SCHOOLS
SCHOOL COMMITTEE

15 Beacon Street, Boston, Massachusetts 02109
John J. McDonough
Chairman

February 15, 1967

Honorable Daniel J. Hayes, Jr., Chairman
Cambridge School Committee
City Hall
Cambridge, Massachusetts 02138

Dear Chairman:

By majority vote of the Boston School Committee, I am writing to invite you consider the participation by your school system in the Metropolitan Council for Educational Opportunity program. As you know, the Metco plan enables non-white children to attend school in the suburbs, thereby contributing to the elimination of racial imbalance in the Boston Public Schools, while providing a desirable multi-racial school environment for the suburban children presently attending racially unmixed classes. At the present time, and with no added financial expense, the communities of Arlington, Brookline, Braintree, Lexington, Lincoln, Newton, and Wellesley are participating in Metco. In addition, the towns of Weston, and Sudbury have voted to join in September.

Many other communities are anxious to become involved, not only for the invaluable experience that it provides white and non-white children, but because they are aware that the so-called racial imbalance law is a State law and therefore applicable not only to the City of Boston but to every city and town in the Commonwealth. This law, Chapter 641, calls for the elimination of racial imbalance, and defines it as:

> "a ratio between non-white and other students in public schools which is sharply out of balance with the racial composition of the society in which **non-white** children study, serve, and work,"

The State Legislature has recently adopted a provision to enable communities such as yours to comply with Chapter 641 by means other than the Metco plan. Chapter 506 of the Acts of 1966, offers financial, technical, and other assistance to any city or town in the Commonwealth in the designing of a plan to educate non-resident pupils from racially imbalanced schools of other communities.

In closing, I should like to quote from the April 1965 Report of the Advisory Committee on Racial Imbalance and Education of the State Board of Education (Kiernan Report):

> "The problem of racial imbalance is the responsibility of all citizens in the Commonwealth. Each of us, including the members of this committee, can do more than we are now doing to help heal this most serious wound in American Society."

Very truly yours,
John J. McDonough
Chairman

The Superintendent concurred in a recommendation by Mr. Simeon Domas of the State School Building Assistance Commission that the following two items should be changed in the specifications for the Putnam-Thorndike School and the Houghton School and on motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to adopt the recommendation:

1) In compliance with Chapter 150 of the Acts of 1966 (Physical Education for all school children) will require four (4) teaching stations in the gymnasium. Present plans call for only two (2).

2) Mr. Domas feels we need two (2) Science Rooms instead of one (1). It is suggested we handle this by making one classroom a Science Lecture Room and have one (1) Science Laboratory.

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Calendar:

On motion by Mr. Olesen, seconded by Mr. Fitzgerald, it was voted to adopt the text books recommended by the Superintendent at the meeting of February 21, 1967.

Question came on bids received for insurance inspection of boilers for a three year period. The Business Agent recommended that the contract be awarded to W. T. Phelan & Company, Cambridge at a premium of $2,803.26 with an estimated 15% dividend. Mr. Olesen moved, seconded by Mr. Solomons, to adopt the Business Manager's recommendation. On motion by Mr. Solomons seconded by Mr. Fitzgerald it was voted that these bids be again placed on the 'calendar' for the next meeting.

Question came on a motion offered jointly by Mr. Duehay and Mr. Solomons and spread in its entirety in the minutes of the meeting of February 21, 1967 submitting supplementary budget proposing to increase the adopted 1967 budget from $7,493,495.00 to $7,539,905.00. On the following roll-call the motion failed of adoption: Mrs. Ackermann, Mr. Duehay, and Mr. Solomons voting "Yea"; Mr. Fitzgerald, Mr. Good, Mr. Olesen and Mayor Hayes voting "Nay".

Question came on a motion offered jointly by Mr. Duehay and Mr. Solomons at the meeting of February 21, 1967 That the City Manager be instructed to strike from the 1967 School Department Budget, the appropriation listed for the position of a third Assistant Superintendent, $5,800.00 inasmuch as this position does not exist under the rules of the Cambridge School Committee. On the following roll-call the motion failed of adoption: Mrs. Ackermann, Mr. Duehay, and Mr. Solomons voting "Yea"; Mr. Fitzgerald, Mr. Good, Mr. Olesen and Mayor Hayes voting "Nay".

Question came on a motion by Mr. Olesen, seconded by Mr. Fitzgerald, presented at the meeting of February 21, 1967 "that the School Committee hold a special meeting, in executive session for the purpose of consulting with the Superintendent of Schools and the Assistant Superintendent of schools relative to an equitable assignment of duties for the Assistant Superintendents which will result in a more efficient and effective school administration." On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to amend Mr. Olesen's motion by adding after the words "Assistant Superintendents" the words "and other administrators of the School Department". It was then voted to adopt as amended the motion "that the School Committee hold a special meeting, in executive session for the purpose of consulting with the Superintendent of Schools and the Assistant Superintendent of Schools relative to an equitable assignment of duties for the Assistant Superintendents and other administrators of the School Department which will result in a more efficient and effective school administration."

Question came on a motion by Mr. Olesen, seconded by Mr. Good, presented at the meeting of February 21, 1967 "that the Student Councils of High & Latin School and Rindge Technical School consider adopting a policy relative to appearance of male student, i.e., haircuts, dress, etc., and to establish guide lines for the proper attire for students in both high schools." A motion by Mrs. Ackermann, seconded by Mr. Duehay, to refer this matter to the Superintendent for report, failed of adoption. A motion by Mr. Duehay, seconded by Mr. Solomons that the matter be placed on the table, failed of adoption. A motion for the previous question having prevailed it was then voted to adopt Mr. Olesen's motion that the Student Councils of High & Latin School and Rindge Technical School consider adopting a policy relative to appearance of male students, i.e., haircuts, dress, etc., and to establish guide lines for the proper attire for students in both high schools.

Question came on a motion by Mr. Olesen, seconded by Mr. Good, that the Superintendent be requested to report to the School Committee as soon as possible, a job description for the position of Master's Assistant in the elementary schools outlining specifically the duties performed for the $500.00 stipend awarded to persons holding this position. A motion by Mr. Duehay, seconded by Mrs. Ackermann, to amend the motion by adding the words "and to draw up such changes in the present rules as are appropriate for consideration by the School Committee" failed of adoption. It was then voted to adopt Mr. Olesens' motion that the Superintendent be requested to report to the School Committee as soon as possible, a job description for the position of Master's Assistant in the elementary schools, outlining specifically the duties performed for the $500.00 stipend awarded to persons holding this position.

Tabled Matters:

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to take from the table the minutes of the meetings of Dec. 28, 1966, Jan. 9, 1967, Jan. 11, 1967, Jan. 17, 1967 and Jan. 23, 1967. It was voted that the minutes of these meetings be approved as presented.

NEW BUSINESS

There being no objection the chairman ordered placed on the 'calendar' bids received for furnishing: gas oven, gas fryers, automatic slicer and folding tables with stools for the high school cafeterias.

There being no objection the chairman ordered placed on the 'calendar" a motion by Mrs. Ackermann, seconded by Mr. Solomons that the School Committee record itself as favoring passage of Senate Bill 837, a bill which would amend general laws Chap. 59, Sec. 23c so as to restore the deduction of general municipal aid applicable to school expenses in computing the school tax rate, because in rewriting this section in the Acts of 1966 it eliminated this deduction with the result that school tax rates published in 1966 were overstated when compared with the basis upon which school tax rates for prior years were computed; and, further, that all Cambridge members of the House of Representatives and the State Senate be notified of this action.

On motion by Mrs. Ackermann, seconded by Mr. Duehay, it was voted that the School Committee request the City Manager to have an appropriate member of his staff familiarize himself with Senate Bills No. 252, 255, 256 and 257 and advise the School Committee what action will be taken so that the best interests of the City of Cambridge will be represented when these bills are heard. These bills were all filed on behalf of the Mass. Educational Conference Board, of which the Mass. Association of School Committees is a member. The purpose of these bills is to amend the amendments made by the Sales Tax Act so as to carry out the distribution formula which was originally proposed. Senate 252 would apply the established percentage of aid to all reimbursable expenditures, continuing the minimum aid of 115% of the amounts paid in 1965. Chapter 255 would change the definition of "Reimbursable Expenditures" to eliminate Chapter 70 aid from the amounts to be deducted in determining reimbursable expenditures. Senate 256 would include in school aid the entire sales tax yield. Senate 257 would supplement Senate 252 in providing a minimum of 115% distribution.

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted that the Superintendent study and recommend to the School Committee a policy for raising the standards for selecting those teachers who are placed on tenure after three years' service, so that only those of outstanding excellence will be given tenure.

On motion by Mr. Duehay, seconded by Mr. Olesen, it was voted on the following roll-call that members of the School Committee, the Secretary of the School Committee, the Superintendent of Schools and the Assistant Superintendents of Schools be authorized to attend the Annual School Board Conference of the New England School Development Council on March 30, 1967 at the Sheraton-Plaza Hotel in Boston, at a cost not to exceed $17.00 per person: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

Mr. Duehay moved, seconded by Mr. Solomons that the School Committee congratulate the Rindge Technical School basketball team and its coaches, Ed Culhane, Dick Calnan and Bob Richards, for its outstanding season which led to an invitation to participate in the 1967 Tech Tourney; and, further, that Rindge be commended for its valiant performance in a losing cause against New Bedford. It was voted to adopt an amendment by Mr. Good, seconded by Mr. Duehay, by adding "that the Director of Physical Education report to the School Committee as to the availability of funds in the athletic budget to award sweaters to the members of the Rindge Technical School Basketball team. It was then voted to adopt the motion as amended.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that the Drama Club of Rindge Technical School be commended for its excellent production of "The Tea House of the August Moon" held on Friday and Saturday evenings, and, further, that copies of this order be sent to the cast, the faculty sponsors and the Headmaster of Rindge Technical School.

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted on the following roll-call that the members of the Cambridge School Committee and the Secretary of the School Committee, be authorized to attend the annual convention of the National School Boards Association to be held at Portland, Oregon from April 22 to April 25, 1967; and, further, that a sum not to exceed $750.00 per person shall be advanced against expenses necessary to attendance: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

On motion by Mr. Good, seconded by Mr. Olesen, it was voted that whereas the existing policy relative to the hiring of teachers in the Cambridge school system has been in existence for almost twenty years, the Cambridge School Department shall immediately institute a Teacher Recruitment Program with provisions as follows:

1) A complete review of Chapter 8 of the Rules of the Cambridge School Committee and updating and revising these rules, with School Committee approval, where appropriate with particular emphasis on Chapter 8, Sec. 19 "Requirements for Appointment of Teachers".

2) A visitation program to schools of education be effected to seek out and interview the most qualified potential teachers for our school system.

3) This program shall be directed by an Assistant Superintendent so that individuals contacted shall be aware of the importance attached to this program.

4) The Superintendent of Schools shall be responsible for setting up this program and shall report to the School Committee regarding the steps and recommendations he has prescribed to effectively carry out the operation of this program at his earliest convenience.

On motion by Mr. Good, seconded by Mr. Olesen, it was voted that the Cambridge School Committee strongly endorse the motion adopted by the Cambridge City Council on February 20, 1967 concerning the sale of drugs and sale and exhibition of obscene magazines and other materials in the Harvard Square area of Cambridge; and, further, that the School Committee join in urging all business men in the City of Cambridge to be aware of their responsibility as leaders of their community in guiding our youth. Mrs. Ackermann is recorded as voting "Present".

Mr. Good moved, seconded by Mr. Duehay that students of both high schools, grade 9 through 12, shall be required to participate in physical fitness programs, to be devised by the Director of Physical Education, for at least two periods per week and that appropriate credits be awarded for these courses towards graduation; and, further, that all children attending the Cambridge public elementary schools shall participate in physical fitness programs to be devised by the Director of Physical Education for at least one-and one-half hours per week; except that any student in the Cambridge public schools who is certified by his family physician to be physically unable to participate in such programs, shall be excused, or who for other reasons approved by the Headmaster of the high schools or the Master of the elementary school may also be excused. On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted that this motion be referred to the Superintendent for report.

On motion by Mr. Good, seconded by Mrs. Ackermann, it was voted that the Cambridge School Committee record with deep sorrow, the death on March 5, 1967 of William H. Lackie, building custodian assigned to the M. E. Fitzgerald School and a valued member of the custodial staff of the Cambridge School Department for twenty-five years; and, further, that the Cambridge School Committee extend to Mr. Lackie's family their sincere sympathy upon learning of his death.

On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted that Whereas, on Sunday evening, March 5 at Temple Beth Shalom, the Cambridge Post No. 35 Jewish War Veterans, honored Al Newton, Jr., a student at Rindge Technical School and Lester P. Lee, a student at Cambridge High & Latin School, for exemplary practice of brotherhood in their everyday endeavors; Therefore be it, Resolved, that the Cambridge School Committee express its warmest appreciation and thanks to Post No. 35 Jewish War Veterans for the cordial reception and honor accorded these students of our public high schools; and be it further, Resolved, that the Cambridge School Committee commend Al Newton, Jr., and Lester P. Lee for the excellent example they have set for their fellow students and for the high honors they have brought to their schools and their classmates at Rindge Technical School and Cambridge High & Latin School.

On motion by Mr. Fitzgerald, seconded by Mr. Olesen, it was voted to convene in executive session.

The Secretary informed the committee that Mary R. Cavallaro, 129 Webster Ave., Cambridge, who was appointed junior clerk-stenographer at the meeting of January 12, 1967 has now declined the position. On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted that the Civil Service be requisitioned for an additional list of persons eligible to fill this position.

The following communication was received from the Board of Examiners who conducted the examination for the position of Headmaster's Assistant-Home Economics Department at High & Latin School and it was unanimously agreed to refer this matter to the special meeting to be held to discuss the duties of the Assistant Superintendents:

State College
Framingham, Mass.

February 21, 1967

Mr. Edward J. O'Connell
Secretary of the School Committee
1700 Cambridge Street
Cambridge, Massachusetts

Dear Mr. O'Connell

The following are our answers to the allegations made by Catherine L. Good, as stated in your letter of January 13, 1967.

1) A candidate requested permission to go to the ladies room while the examination was in progress. After consulting with Mr. Hockman, the Assistant Superintendent, as to the correct procedure, the candidate was permitted to leave the room accompanied by Mrs. Kreger.

2) At the termination of the examination, one candidate asked permission to complete the sentence that she was writing. This permission was granted by agreement of the Examiners, and she wrote no more than one sentence.

3) There were no changes in the wording of Part 2, Question 9 of the examination between the time of the examination and the hearing between the Board of Examiners and Miss Good. The set of questions sent to Miss Good with the Xerox copy of her answers was one of the extra copies prepared previous to the examination and before we knew the number of candidates.

We want the School Committee to know that we have worked in complete agreement throughout every detail of this assignment and with commitment to both our professional and personal integrity.

Very truly yours,
/s/Catherine Fuller
/s/Mrs. Lillian G. Kreger
/s/Mary L. O'Connor, Ph.D.
Chairman

BOARD OF EXAMINERS

The Superintendent concurred in a recommendation by Mr. Spencer MacDonald, Director of Title III Elementary and Secondary Education Project, that Dulie W. Davis be appointed Assistant Director of this project effective February 7, 1967.

On motion by Mr. Fitzgerald it was voted that this recommendation be placed on the table.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted on the following roll-call that Edward Brady, Headmaster's Assistant-Social Studies Department High & Latin School, whose appointment became effective January 3, 1967 be reimbursed for salary deducted in error from January 3, 1967 to January 18, 1967: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Olesen "Present".

On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the Superintendent's recommendation that Richard T. Colgan, Assistant Director in the Bureau of Pupil Services and Paul Murphy, Guidance Counselor at Rindge Technical School, be granted leave of absence without loss of salary on March 13, 14, 15, 1967 for the purpose of participating in the National Educators' Program at the Naval Academy, Annapolis, Maryland; and, further, that Mr. Colgan and Mr. Murphy be granted the sum of $25.00 each to cover expenses necessary to attendance at this conference: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea". The rules having been suspended, a motion by Mr. Olesen, seconded by Mr. Good to reconsider the foregoing vote, failed of adoption.

On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted on the following roll-call that according to the salary schedule for Shop Teachers adopted by the School Committee on Dec. 20, 1966 the salary adjustments shown below be adopted effective January 1, 1967: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

Thomas A. Calabrese from $5600 to $7000.
Edward Correia from $5800 to $7000.
Manuel DeMello from $5600 to $6400.
Arthur Marchand, from $5600 to $7000.

On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that Richard D. Maloney, teacher at the Morse School, be granted leave of absence, without stipend, effective March 13, 1967, to continue for a period of not more than five days or March 17, 1967.

On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted to adopt a recommendation by Mr. Kozlowsky, Director of Physical Education, concurred in by the Superintendent, that Thomas A. Calabrese, teacher at Rindge Technical School, be appointed Locker Room Attendant at Rindge Technical School, at a stipend of $6.00 per session.

There being no objection, the chairman ordered placed on the 'calendar' a recommendation by the Director of Physical Education, concurred in by the Superintendent, that David G. Howell, a substitute teacher at Rindge Technical School be appointed Golf Coach at Rindge Technical School, at a stipend of $8.00 per day for a maximum of 45 days.

On motion by Mr. Good, seconded by Mr. Olesen, it was voted on the following roll-call that March 17 (Evacuation Day) be declared a school holiday and that no classes be scheduled for that day: Mrs. Ackermann, Mr. Duehay, Mr. Good, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Fitzgerald and Mr. Olesen "Absent".

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to reconvene in regular session.

On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted to ratify and affirm the votes taken in executive session.

On motion by Mr. Solomons, seconded by Mr. Good, it was voted to adjourn.

ADJOURNED.

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(Official Report)

Tuesday, March 21, 1967

Regular Meeting:

Members present: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes.

Mayor Hayes in the chair.

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to suspend the regular order of business for the purpose of proceeding to matters on the 'calendar'.

Mr. Charles Adams, Director of Libraries, discussed with the committee the following proposed amendment to the rules relative to qualifications and appointment of Librarians:

> "The following procedures shall govern the qualifications and appointment of librarians:
>
> 1) Applicants for the position of librarian must qualify, be rated and be recommended to the School Committee by the Board of Examiners in the same manner as are all other teachers and will be compensated at the same rate.
>
> 2) In addition, applicants must possess a **Massachusetts School Librarian's Certificate** or a Bachelor's or Master's Degree in library science from an accredited college or university."
>
> The changes consist of adding the underlined words to Sec. 2 and deleting Sec. 3 and 4 which pertain to emergency appointments.
> The changes are requested in the belief that a school librarian is first of all a teacher and that Section 1 should be retained in its present form. However, it is also believed that it will be extremely difficult if not impossible to find candidates who possess the qualifications of both teacher and librarian as presently stated in the Rules of the School Committee. In effect the Rules now require that a candidate have undergraduate or graduate majors in two fields and it is for this reason that the Massachusetts School Librarian's Certificate is being recommended as the minimum requirement in Section 2.

Mr. Roger Marshall, 33 Linnaean St., Cambridge, representing the Council of PTA's and the Peabody PTA appeared in support of the recommended change in the rules. The chair then declared the hearing closed. On motion by Mrs. Ackermann, seconded by Mr. Solomons it was voted on the following roll-call that the Rules of the School Committee be amended relative to qualifications and appointment of Librarians as set forth in detail above: Mrs. Ackermann, Dr. Duehay, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Fitzgerald "Present".

The chairman ordered the regular order of business resumed.

On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted that the minutes of the meeting of March 7, 1967 be approved as presented.

There being no objection the chairman ordered placed on file a communication from Mrs. Vivian Lackie thanking the committee for their kind expression of sympathy at the time of the death of her husband, William Lackie, a custodian in the school department.

The following communication was received from Joseph A. Kozlowsky, Director of Physical Education:

Cambridge School Committee
Cambridge, Mass. March 20, 1967

Dear Sirs and Madam:

In reference to your request to award sweaters to the Rindge Technical School Basketball Team because of their participation in the Tech Tourney, we have funds available to purchase sweaters for the Lettermen of the Rindge Basketball team.

I would recommend the awarding of sweaters to the lettermen of any of our Varsity High School Athletic Teams that are invited to participate in State Tournaments that have a requirement of a definite winning percentage or league standing to qualify for participation.
I would further recommend that only one sweater be given to any boy who qualifies under the above proposal during his four years, even though he participates in more than one tournament.

Sincerely yours,
/s/ Joseph A. Kozlowsky, Director

Mr. Olesen moved, seconded by Mr. Duehay that the recommendations contained in the foregoing communication from Mr. Kozlowsky be adopted. It was voted to adopt a motion by Mr. Fitzgerald, seconded by Mr. Good that the matter be placed on the table.

On motion by Mr. Olesen, seconded by Mr. Duehay it was voted to refer to the Superintendent for study and report the following communication received from the Morse School PTA:

209 Hamilton Street
Cambridge, Massachusetts
March 20, 1967

Mr. Edward O'Connell, Secretary
Cambridge School Committee
1700 Cambridge Street
Cambridge, Massachusetts

To the members of the School Committee:

The Morse School PTA requests permission to sponsor after-school classes, to be held in the school in the afternoon and evening. We would like to use the Morse school, because the classes are educational and are intended to meet local needs.

The idea arose earlier this year at an open PTA meeting. While discussing possible functions of the PTA, a number of parents became enthusiastic about having informal neighborhood classes. At the same meeting, a few qualified parents offered to teach classes. We conceived of these classes for children in the district and for adults who do not have cars or who prefer to stay close to home in the evening. In the evening there is very limited public transportation which would link people in our district to programs located in other areas. Furthermore, the school is already open after school and in the evening for other programs.

Our projected program, for the current semester, is as follows:
Woodworking for early grades. 10 weeks. Grades 2-5. Thursdays 2:30-4. Limited to 10. Using hand tools, students will design and make simple projects themselves. Instructor, Stephen Demos, architect, instructor at Exeter, and at Peabody School PTA.

Art Projects. 8 weeks. Thursdays 2:30-4. Ages 4-8. Limited to 20. Use of various inexpensive media for fun and expression. Instructor, Shelagh Wolfe.

Introductory Ceramics. 10 weeks. Wednesdays 7:30-9:30 p.m. Limited to 12. Students will decorate and glaze small ceramic pieces to ornament their homes. Course open to adults and interested teenagers. Instructor, George Metazas. An experienced teacher, Mrs. Metazas studied at Rictercraft Studios, Mrs. Teex School and Search-Me-studios.

Sewing for Beginners. 10 weeks. Tuesdays 7:30-9:30 p.m. Limited to 10 adults. Students will learn to use a sewing machine and all the steps (Simplicity Method) in making a shift or tentdress, or A-line skirt, for Spring or Summer. Students will be encouraged to fashion the completed garment in a style show to be held at the school in June. Students must have access to a machine between classes. Instructor: Marie Dottin. Mrs. Dottin has taught this course at the Cambridge YWCA and the Blessed Sacrament PTA.

We hope you will consider our request as soon as possible, so that we may offer these courses this semester. After the courses are underway, the PTA hopes to distribute a questionnaire to all parents asking for suggestions for classes for the summer and next fall. This will give us more time to recruit teachers in the subjects of greatest interest.

Sincerely yours,
Gertrude Weil, co-president
Morse School PTA

On motion by Mr. Fitzgerald, seconded by Mr. Olesen, it was voted to accept with sincere thanks an invitation extended by Cambridge Post #27, American Legion to attend "An Appreciation Night to World War One Veterans" to be held on Thursday, April 6, 1967 at 8 p.m. in Legion Hall.

On motion by Mr. Duehay, seconded by Mrs. Ackermann, it was voted to refer to the Superintendent for report a communication from certain teachers at the High & Latin School requesting that cars of all persons parked in the area provided for school personnel and who are not involved in school business be towed and that the entire area of the high school be cleaned, posted and patrolled to preclude a reoccurence of this situation.

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted that the Superintendent of Schools (or his designate) confer with the City Manager relative to the analyses of milk as set forth in a communication from the City Manager and spread on the minutes below, and that the Superintendent report his findings to the School Committee at the next meeting:

The Cambridge School Committee March 9, 1967
Cambridge, Mass.

Dear Sirs & Madam:

Please be advised that we have had, from the period of January 16, 1967 samples analyzed of milk furnished to the School Department under your current contract. The result of the tests show that in over fifty percent of the analyses, the milk does not comply with the standard set forth in your specifications. I would suggest the representatives of your department communicate with this office so that an appropriate program protecting the rights of the citizens may be formulated.

Very truly yours,
/s/ Joseph A. DeGuglielmo
City Manager

SUPERINTENDENT OF SCHOOLS
(Reports and Recommendations)

Due to the fact that Evening Schools have been closed on three evenings because of inclement weather, the Superintendent recommended that the graduations for the evening schools be postponed for one week — Americanization and Evening School graduation to be held on Tuesday, April 11 at 8 p.m. and Evening High and Rindge Tech. Evening Industrial graduation to be held on Thursday evening, April 13, 1967. On motion by Mr. Fitzgerald, seconded by Mr. Olesen, it was unanimously voted to rescind the previous graduation dates approved by the School Committee. On motion by Mr. Fitzgerald, seconded by Mr. Solomons it was voted to approve the Superintendent's recommendation that the dates for evening school graduation as set forth above be adopted.

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that Joseph A. Keefe, teacher at the Russell School, be granted leave of absence without loss of salary from June 19, 1967 to the close of school in June 1967 for the purpose of attending a Summer Institute in Geology and Earth Science at the Geological Field Station of the Ohio State University at Ephraim, Utah, and, further, that the School Committee extend to Mr. Keefe their congratulations for winning this award offered by the National Science Foundation.

There being no objection the chairman ordered made part of the minutes the following Spring Parent-Teacher-Pupil Meetings:

Peabody	March 20 (Monday)	7:30 p.m.
Abraham Lincoln	March 21 (Tuesday)	7:00 p.m.
Agassiz	March 21 (Tuesday)	7:00 p.m.
Haggerty	March 21 (Tuesday)	7:30 p.m.
Russell	March 22 (Wednesday)	7:30 p.m.
Voc. School for Girls	March 22 (Wednesday)	7:30 p.m.
Houghton	March 28 (Tuesday)	7:15 p.m.
Webster	March 28 (Tuesday)	7:00 p.m.
Fletcher	March 29 (Wednesday)	7:30 p.m.
Longfellow	March 29 (Wednesday)	7:15 p.m.
Thorndike	March 29 (Wednesday)	7:30 p.m.
M. E. Fitzgerald	March 30 (Thursday)	7:00 p.m.
C. G. Harrington	March 30 (Thursday)	7:30 p.m.
Morse	March 30 (Thursday)	7:30 p.m.
Putnam	March 30 (Thursday)	7:00 p.m.
Roberts	March 30 (Thursday)	7:30 p.m.

The chairman ordered placed on the "calendar" as required by the rules of the School Committee, the Superintendent's recommendation relative to re-election of teachers and teachers to be elected on Tenure, as set forth below:

Office of The
Superintendent of Schools
1700 Cambridge Street
Cambridge, Massachusetts 02138

March 21,1967

——— IN SCHOOL COMMITTEE ———

RECOMMENDED:

That the following teachers, having completed successfully three years service in the Cambridge Public Schools, be placed on tenure from September 1, 1967 in accordance with the Rules of the School Committee:

High and Latin

Anne J. Conners
Harvena J. Dillon
Nancy J. Gelowtsky
Cynthia B. Larson
Marilyn C. Pizer
Frances H. Ramsdell
Mary L. Sullivan

Rindge Technical

Edward R. Sarasin

M. E. Fitzgerald

Mary Cribben
Marlene P. Klimek
Nancy S. Melcher
Eleanor T. Rogan
Thomas R. Scalese, Jr.
Margaret R. Sheehan
Catherine E. Wadden

Haggerty

Diana Beatrice
Catherine M. Synnott

C. G. Harrington

Joseph A. Colaninno
Myra H. Drooker
Carole M. Martin
Carolyn W. Murphy
Ida D. Sherwin

Houghton

Marcia E. Lorion

Longfellow

Marion J. Hannon
Marie E. Hunt
Liberty Winter

Peabody

Susan G. Filene
Mary E. Murphy

Roberts

Mary D. Battell
Marilyn A. McGinn
Carol A. Nolan

Webster

Elenore M. Parker
Charles J. Stead

John M. Tobin
Superintendent of Schools

Office of The
Superintendent of Schools
1700 Cambridge Street
Cambridge, Massachusetts 02138
John M. Tobin, Superintendent

March 21, 1967

——— IN SCHOOL COMMITTEE ———

RECOMMENDED:

That the following teachers be re-elected for one year from September 1, 1967 in accordance with the Rules of the School Committee:

High and Latin

Clara H. Barrett
Mary L. Bellefontaine
Edward J. Brady
Alice J. L. Brown
Helen R. Brownrigg
Barbara R. Cannon
James F. DeVellis
Geraldine M. Gilligan
Thomas C. Haley
Joyce D. Koestner
Leslie S. Mould
Christine Nicolo
Amanda L. Nicoloro
Janet B. Rife
M. Dorothy Shea

Rindge Technical

Donald H. Brine
Thomas A. Calabrese
Manuel DeMello, Jr.
Charles D. Killilea
Katherine LaMontagne
Timothy F. Mahoney
Arthur J. Marchand
Michael P. O'Leary
John P. Sennott
Ralph J. Sennott
Robert J. Tierney

Abraham Lincoln

Mary J. Tansey

Agassiz

Joyce A. Hernquist
Elizabeth A. MacDonald

M. E. Fitzgerald

Janice G. Devlin
Ellen M. Foster
Roslyn L. Gray
Joseph A. Pagliaro, Jr.
Rhoda K. Posner

Fletcher

Jeannette Ayoub
Arlene S. Brown
Beverly A. Siskind
Lorraine M. Verrier
Rosalind A. Volpe

Haggerty

Margaret L. Bakey
Leslie E. Dunn
Jane Robertson

C. G. Harrington

Kathleen M. Meehan
Joanna R. Holleran
M. Clare O'Connor
Leslie S. Oliver

Houghton

Maureen Allenberg
Sydney Green
Ruth M. Kiely
Mary E. McCabe
Ann Scott
Ann P. Watford
Jean A. Young
Ella Jo Robinson

Longfellow

Kathleen H. Eckelberger
Marie Kleinman
Camille B. Maguire
Miriam M. McLaughlin
Andree S. Stone

Morse

Judith S. Bradbury
Evelyn C. Geisinger
David F. Goodwin
Richard D. Maloney

Peabody

Ann M. Buckley
Susan J. Durfee
Charles J. Murphy
Ellen K. Wolosinski

Putnam

Thomas F. McCarron
Elsie L. Murphy

Roberts

Doris G. Anderson
Gail C. Aufiero
Norma D. Donato
Anita Enberg
Muriel A. Rosenthal

Russell

Joyce A. MacKay
Judith A. McDonald
Joan M. Serino

Pamela Stout

Thorndike

Susan L. Kreitzman
Janet E. Moynihan
Alexandra Normile

Webster

Louise A. Adelman
Mary C. Murphy
Jacqueline E. Hargrove

Vocational School for Boys

Edward Correia

Bureau of Pupil Services

Carol A. Armato
Richard T. Colgan
Gerald F. Shea, Jr.

Elementary French

Helen R. Bailen
Lorraine G. McDonough

Physical Education

Gina M. Centrella
George R. Greenidge

Librarian

Charles W. Adams

John M. Tobin
Superintendent of Schools

On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted that the Superintendent of Schools be authorized to initiate a pilot Breakfast Program in the Roberts School, said school being in a disadvantaged area, in accordance with the provisions of the 1966 Federal Child Nutrition Act and the plan outlined in a communication from the Office of School Lunch Programs dated March 10, 1967 and set forth below, the Office of School Lunch Program to reimburse the Cambridge School Department at the rate of fifteen cents (15¢) per breakfast served.

March 10, 1967

Mr. John M. Tobin
Superintendent of Schools
Cambridge, Massachusetts 02138

Dear Mr. Tobin:

Your school district is one of a small number in the state invited to participate in a pilot breakfast program as outlined in the 1966 Federal Child Nutrition Act.

This act was passed so that school age children from low income neighborhoods and youngsters traveling long distances to school could be provided breakfasts containing one-fourth their daily nutritional requirements.

A spot survey taken at 9 o'clock some morning would probably reveal that your students reflect the national picture for school age boys and girls: 25% have no breakfasts and 40% eat "poor", on-the-run breakfasts like soft drinks and donuts.

The New England Dairy and Food Council, conducting a recent survey with the School Lunch Department finds that 76% of 2,700 junior high students interviewed in 19 Metropolitan Boston communities cutting across high, medium and low income neighborhoods, eat breakfasts which are too low in fuel to provide energy for a morning's work and contain few of the vital nutrients necessary for fitness. A breakdown of figures indicates: 10% eat no breakfast, 41% have a poor one, 25% eat a fair one, while only 24% manage to fill up on a good nourishing breakfast.

Under the pilot breakfast program, your schools would provide a basic breakfast of whole milk, solid fruit or vegetable or fruit juice and whole grain or enriched bread, muffins or cereal, with a frequent protein supplement of egg, meat, poultry, fish, cheese or peanut butter.

You would be reimbursed at a rate of 15 cents per breakfast or the cost of the food, whichever is less. The breakfasts are to be non-profit and sold at full price to students able to pay, and at reduced cost or nothing to children whom school authorities designate as unable to pay full price.

To help initiate this program, the Child Nutrition Act includes a non-food assistance provision which will reimburse your school department for 75% of any necessary new equipment purchased. This is a decided advantage not only for the breakfast program, but the school lunch program as well, since it will mean that a needy school currently lacking the necessary equipment, could now begin or expand a lunch program.

Much of the food related expenses will be met by cash reimbursement, student breakfast payments and use of the donated commodities. Breakfast preparation is simple, requiring minimal labor sources as the Office of Economic Opportunity or Title I of the Elementary and Secondary Education Act might by tapped.

President Johnson has requested that the school breakfast program receive increased funds for the coming years.

In the debates arising before passage of the Child Nutrition Act, Senator Proxmire of Wisconsin noted that nutritional deficiencies were at the root of many of the physical and mental handicaps that have kept numerous American youths out of the military. New teaching techniques are a waste if the child is too hungry to learn, Representative Quillen of Tennessee said.

Most states boast at least one school district that has already begun a breakfast program. In Massachusetts, the Hancock Elementary School in West Quincy began serving breakfasts to its children in January after the city's mayor, on an informal visit with the school's teachers, learned that the "inattentive student" was their major teaching problem.

A follow-up survey drew an even fuller picture of the "inattentive student" as one who comes to school on an empty or poorly nourished stomach. The Hancock School found 33 such students, most of them from low-income families.

Quincy city fathers pay the bill for food costs other than the U. S. D. A. donated commodities. The local Community Action Program hires the two women who prepare and serve the food.

Although only in its third month, the breakfast program has already shown its effects in the alertness of once listless students, teachers say. With the Child Nutrition Act money, Quincy can now proceed with plans to extend the program to three other elementary schools where an estimated 300 children eat no breakfasts.

Local breakfast programs across the country report: improvement in attendance, discipline, and alertness, and less mid-morning sick reports to the nurse's office. The program also has an educative carry-over of good nutrition in the home and an increased student awareness of social graces in conversing with teachers at the breakfast table, which unlike the lunch, is informal because of the simple eat-as-you-come service.

Our nutritionists will be available to help you plan and initiate this pilot program in your school district. We hope you will mark and return the enclosed reply card as soon as possible so we can know your thoughts about the program.

Sincerely yours,
JOHN C. STALKER,
Director

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted that the Cambridge School Committee record itself as favoring passage of Senate Bill 837, a bill which would amend general laws Chap. 59, Sec. 23C so as to restore the deduction of general municipal aid applicable to school expenses in computing the school tax rate, because in rewriting this section in the Acts of 1966 it eliminated this deduction with the result that the school tax rates published in 1966 were overstated when compared with the basis upon which school tax rates for prior years were computed.

Question came on a recommendation of the Director of Physical Education concurred in by the Superintendent and presented at the meeting of March 7, 1967 that David G. Howell, substitute teacher at Rindge Technical School, be appointed Golf Coach at Rindge Technical school, at a stipend of $8.00 per day for a maximum of 45 days. Mr. Duehay moved, seconded by Mr. Solomons, that the recommendation be adopted as presented. Mr. Olesen offered a substitute motion, seconded by Mr. Fitzgerald, that the name of Robert E. Richard, teacher at Rindge Technical School, but substituted for the name of Mr. Howell, and that Robert Richards be appointed Golf Coach at Rindge Technical School at a stipend of $8.00 per day for a maximum of 45 days. A motion by Mr. Solomons, seconded by Mrs. Ackermann, that the matter be placed on the table, failed of adoption on the following roll-call: Mrs. Ackermann and Mr. Solomons voting "Yea"; Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen and Mayor Hayes voting "Nay". The previous question having prevailed it was voted to adopt Mr. Olesen's substitute motion. On the following roll-call it was then voted to adopt the motion as amended: Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen and Mayor Hayes voting "Yea"; Mrs. Ackermann and Mr. Solomons "Present".

Tabled Matters:

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to take from the table the report, presented at the meeting of March 21, 1967 on custodial service, spread in its entirety in the minutes of March 21, 1967. On motion by Mr. Solomons, seconded by Mr. Olesen, it was voted that this report be placed on the "calendar" for action at the next regular meeting and copies of the report be sent to each membber of the committee.

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to take from the table the Superintendent's recommendation that

Miss Julie W. Davis be appointed Assistant Director of the Title III Elementary and Secondary Education Project, at a salary of $4500.00 for a six months period. On motion by Mr. Duehay, seconded by Mr. Solomons it was voted on the following roll-call to adopt the Superintendent's recommendation: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

Conforming to an order that he report on how the Cambridge School Committee will implement the Metco Plan, the Superintendent recommended that he be authorized to notify the Metropolitan Council for Educational Opportunity that the Cambridge School Department will participate in the METCO Plan by making available facilities in the Agassiz School, grades 4 through 7, for the education of twenty-five (25) non-white school children providing the Metropolitan Council for Educational Opportunity assumes the responsibility and cost of transporting these children to and from the Agassiz School. On motion by Mr. Solomons seconded by Mrs. Ackermann it was voted to adopt the Superintendent's recommendation.

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Calendar:

The Business Manager recommended that the contract for providing insurance and inspection for school building boilers be awarded to W. T. Phelan & Company, Cambridge at a premium cost of $2,803.26 with an estimated dividend of 15%. On motion by Mr. Good, seconded by Mr. Fitzgerald, it was voted on the following roll-call that, notwithstanding the Business Agent's recommendation, the contract be awarded to John L. Danehy Insurance of Cambridge, agent for the Hartford Steam Boiler Inspection & Insurance Company, at a premium cost of $2,437.00: Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mrs. Ackermann "Present". The rules having been suspended a motion by Mr. Good, seconded by Mr. Fitzgerald, to reconsider the foregoing vote, (hoping same would not prevail) failed of adoption.

Assistant Superintendent Hockman recommended that the contract for furnishing folding tables with attached stools for the High & Latin School cafeteria be awarded to the lowest bidder to have met specifications, the Hamilton Mfg. Co., of Weston, Mass., at a total price of $10,888.66. On motion by Mrs. Ackermann, seconded by Mr. Duehay, it was voted on the following roll-call to adopt the Assistant Superintendent's recommendation: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

Assistant Superintendent Hockman recommended that the contract for furnishing one Automatic Slicer for the High & Latin School Cafeteria be awarded to the lowest bidder to have met specifications, Hobart Mfg. Co., of Boston, at a total price of $615.00: On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted on the following roll-call to adopt the Assistant Superintendent's recommendation: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

Assistant Superintendent Hockman recommended that the contract for furnishing one Gas Oven for the High & Latin School Cafeteria be awarded to the lowest bidder to have met specifications, E. Stamm, Inc., of Cambridge at a price of $1,545.35. On motion by Mr. Fitzgerald, seconded by Mr. Good, it was voted on the following roll-call to adopt the Assistant Superintendent's recommendation: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

Assistant Superintendent Hockman recommended that the contract for furnishing two Gas Range Type Fryers (one each for High & Latin and Rindge Tech. cafeterias) be awarded to the lowest bidder to have met specifications, The E. Stamm Co. Inc., of Cambridge, at a total cost of $679.29. On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the Assistant Superintendent's recommendation: Mrs. Ackermann, Mr. Duehay, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Fitzgerald and Mr. Good voting "Nay".

The chairman ordered placed on the "calendar" as required by the rules, the Superintendent's recommendation that the following text books by approved for use in the Cambridge public schools:

PUBLISHED BY HARCOURT, BRACE & WORLD, INC.
The Roberts English Series: Program 3-8 and Complete Course

On motion by Mr. Good, seconded by Mr. Fitzgerald, it was voted to adopt the Superintendent's recommendation that permission be granted the Cambridge YMCA to distribute in the Cambridge public schools program information relative to the annual Learn to Swim Campaign.

REPORTS OF COMMITTEES

On motion by Mrs. Ackermann, seconded by Mr. Good, it was voted to approve the following report of the Committee on Buildings & Grounds and adopt the recommendations contained therein:

Committee on Buildings & Grounds

Monday, March 20, 1967

Present: Mr. Fitzgerald, Chairman
Mr. Duehay
Asst. Supt. of Schools Mr. Hockman & Mr. Conley

It was voted to recommend that the Assistant Superintendent of Schools Hockman be authorized to proceed to advertise for bids for refurbishing the business office and the School Committee offices.

Respectfully submitted,
/s/ James F. Fitzgerald
Chairman

NEW BUSINESS

Mr. Duehay moved, seconded by Mrs. Ackermann, that in his review of teacher appointment, hiring and recruitment policy, the Superintendent of Schools is requested to make any recommendations he deems necessary concerning substitute teacher policy, giving special attention to the following areas: (1) Whether hiring policies could be adopted which would reduce the large number of long-term substitute teachers presently employed each year; (2) whether the State minimum wage rather than the daily rate should apply to substitute teachers who serve for the entire school year or for an entire school term. On motion by Mr. Fitzgerald, seconded by Mr. Solomons it was voted that this motion be placed on the "calendar" and copies sent to each member.

Mrs. Ackermann moved, seconded by Mr. Solomons, that for the purpose of conforming to the provisions of Chapter 76, Sec. 5 and Sec. 6 of the general laws —

> "C.5 Every child shall have a right to attend the public schools of the town where he actually resides, subject to the following section, and to such reasonable regulations as to numbers and qualifications of pupils to be admitted to the respective schools and as to other school matters as the school committee shall from time to time prescribe."
>
> "C.6 If a child resides temporarily in a town other than the legal residence of his parent or guardian for the special purpose of there attending school, said town may recover tuition from the parent or guardian."

— that Chap. XIII, Sec. I of the Rules of the School Committee shall be amended by adding the following sentence:

"Children actually living in Cambridge, whose parents are not legal residents thereof (except those children subject to the provisions of Chap. 76, Sec. I, general laws—Division of Child Guardianship) and provided that the child's residence is not for the special purpose of attending school in Cambridge, shall be admitted to the Cambridge public schools without payment of tuition." The chairman ordered this proposed amendment to the rules placed on the "calendar" as required by the rules and that copies be sent to each member.

On motion by Mr. Fitzgerald, seconded by Mr. Olesen, it was voted that subject to the discretion of the Superintendent of Schools and the Chief Custodian, civil service employees may be excused from reporting for duty on Good Friday, March 23, 1967.

The chairman ordered placed on the "calendar" as required by the rules a proposed amendment to the rules presented by Mr. Fitzgerald, seconded by Mr. Good, that there shall be established in the Cambridge School Department the position of Chief Supervisor of Attendance. This position shall be filled by promotion, subject to a qualifying examination by Civil Service, of the first person in the next lowest grade with the greatest seniority who is willing to accept this position. Salary for the position shall be $500.00 per year over and above the salary of Supervisor of Attendance. Qualifications and duties shall be (1) At least six years experience in the Cambridge School Department as a Supervisor of Attendance; (2) In addition to regular duties of Supervisor of Attendance he shall supervise all cases before the courts as to presentation and act as liaison officer between the School Department and the courts; (3) he shall be responsible for the proper keeping of records of the Attendance Department; (4) He shall perform related work as required by the Superintendent and the School Committee.

Mr. Olesen moved that the Superintendent of Schools shall prepare a complete, in depth, survey of surrounding comparable communities relative to administration of the respective school systems and his report to the School Committee shall be included in the Agenda for the regular meeting scheduled for April 18, 1967; and, further, that the Superintendent's report shall also contain an evaluation of the position of Assistant Superintendent in the Cambridge School Department. Mr. Good seconded the motion. On motion by Mr. Solomons, seconded by Mr. Olesen, it was voted to amend the motion by including "The City of Pittsburgh, Pennsylvania". On motion by Mr. Duehay, seconded by Mr. Good, it was voted to further amend the motion by adding "any other community which the Superintendent may wish to include". A motion to amend presented by Mrs. Ackermann, seconded by Mr. Solomons, by adding the words "if at all possible" failed of adoption. It was then voted to adopt the motion as amended "That the Superintendent of Schools shall prepare a complete, in depth, survey of surrounding comparable communities and Pittsburgh, Pennsylvania and any other communities which the Superintendent may wish to include relative to administration of the respective school systems and his report to the School Committee shall be included in the Agenda for the regular meeting scheduled for April 18, 1967; and, further that the Superintendent's report shall also contain an evaluation of the position of Assistant Superintendent in the Cambridge School Department." A motion by Mr. Olesen, seconded by Mr. Good, to suspend the rules for the purpose of moving reconsideration, failed of adoption on the following roll-call, five votes being necessary to suspend the rules: Mr. Fitzgerald, Mr. Good, Mr. Olesen and Mayor Hayes voting "Yea"; Mrs. Ackermann, Mr. Duehay and Mr. Solomons voting "Nay".

On motion by Mr. Good, seconded by Mr. Olesen, it was voted that the School Committee extend its congratulations and commendation for the fine performance of the Rindge Technical School track team at the championship meets held recently and that Clarence Gaynor, Raymond Philpot and Aurelio Whittaker, members of this team, be awarded sweaters for their championship performance during the past track season; and, further, that Charles Gunn, a member of this crack track organization and who will be a recipient of a sweater as a member of the Rindge Tech. Football team be especially commended for the excellent performance on the Rindge Relay Track Team.

There being no objection the chairman ordered placed on the "calendar" a motion by Mr. Solomons, seconded by Mr. Duehay, that the City Manager consider the feasibility and advisability of purchasing certain parcels of land described as No. 104-105 Boardman Street and 42-43 Broadway, all adjoining the Roberts School land, for the purpose of presently using this land for play area and for future use for school building expansion.

On motion by Mr. Solomons, seconded by Mrs. Ackermann it was voted that the City Manager be requested to report to the School Committee as to what action has been taken or is being contemplated on a motion adopted by the School Committee at the meeting of Oct. 18, 1966 "That the City Manager be requested to determine if the property at 177-183 Harvard Street (known as the Allen Block) is for sale and if said land and buildings are for sale that he take the necessary steps to aquire the property for the purpose of providing needed play ground area for the Roberts School district with a long-range view of using part of the land for future expansion of the Roberts School".

It was unanimously voted to adopt the following Resolution:

> RESOLVED: That the Cambridge School Committee urge the Joint Committee on Education of the Great and General Court to report favorably on Senate Bill 295 as proposed by Senator Francis McCann. The Cambridge School Committee believes that the Bill would alleviate a serious teacher shortage in critical shop areas without lowering the high standards desired by all, since each of its shop instructors has proven ability and experience in the trade, has given a demonstration class before the Board of Examiners of the Cambridge School Department and has been successful in classroom teaching.
> The Cambridge School Committee further respectfully submits that the loss of seventeen (17) proven shop teachers would seriously affect

the quality of technical instruction at the Rindge Technical School and in the Elementary Industrial Art Program.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to convene in executive session.

The chairman ordered placed on the "calendar" as required by the rules the Superintendent's recommendation that the following personnel be approved as eligible for appointment to the After School Centers Program:

Mathematics Teacher	Joan M. McKeon
Teachers Aides	Janet H. Batcycki
	Richard E. Brennan
	Donald H. Harrison, Jr.
	Stanley Hesketh, Jr.
	Kathleen Morgan
Music Teacher	Mary H. O'Leary

The Superintendent recommended approval of an application from William P. Elbery, teacher at the High & Latin School for forty-one years, for retirement in accordance with the provisions of Chap. 32, Sections 58 & 58B (Veterans' Act) and that the application be referred to the Cambridge Retirement Board for appropriate action. On motion by Olesen, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted on the following roll-call to adopt a recommendation of the Director of Physical Education, concurred in by the Superintendent, that Charles D. Killilea, teacher at Rindge Technical School and Paul E. Lyons, teacher at High & Latin School, be appointed elementary school baseball coaches at a stipend of $300.00 for the season: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

The chairman ordered placed on the "calendar" as required by the rules a proposed amendment to the rules governing the position of Director of School Public Relations in the Cambridge School Department.

a) A Master's degree from an accredited college or university.
b) A minimum of seven years full-time teaching experience;
—be amended to read
"OR (a) a Bachelor's degree from an accredited college or university; and
(b) Seven years newspaper experience and also, public relations experience.

The chairman ordered placed on the "calendar" as required by the rules, the Superintendent's recommendation that Jana Glenn Krause, being the first name on the examined list for the position, be appointed Headmaster's Assistant-Home Economics Department, High & Latin School, at a salary of $10,340.00, effective April 10, 1967.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to reconvene in regular session.

On motion by Mr. Olesen, seconded by Mr. Good, it was voted to ratify and affirm the votes taken in executive session.

On motion by Mrs. Ackermann, seconded by Mr. Fitzgerald, it was voted to adjourn.

ADJOURNED.

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(Official Report)

Tuesday, April 4, 1967

Regular Meeting:

Members present: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes.

Mayor Hayes in the chair.

There being no objection the chairman ordered the regular order of business suspended for the purpose of referring to matters under "Awaiting Report". Question then came on a motion requesting a report relative to the analysis of milk furnished to the Cambridge School Department and the Business Manager, Mr. Dynan, presented the following report which was discussed at length by Mr. Fred Smith of the Cambridge Health Department, Mr. Edward R. Mayo of Sunnyhurst Dairy and Mr. Marcus. At the conclusion of the discussion it was voted on motion by Mr. Fitzgerald, seconded by Mr. Solomons that this matter be placed on the table awaiting further report:

March 31, 1967

Mr. John M. Tobin
Superintendent of Schools
Cambridge, Mass.

Dear Mr. Tobin:

At your direction, under vote of the Cambridge School Committee, I have researched the matter which was the subject of a letter from the City Manager—that of an analysis of several samples of milk which was furnished to the School Department during the period of January 16, 1967 to February 27, 1967.

I met with Mr. DeGuglielmo, the City Manager, on March 24, 1967, at his office in City Hall. He notified me, in substance, that he had had milk from the Schools, and from the City Hospital, and from the Infirmary analyzed. The Manager suggested that I contact Mr. Fred E. Smith of the Cambridge Health Department from which I could learn the specific details of the analyses, and expect complete cooperation. This I did.

Seventeen samples of milk from various schools were tested. Ten of these tests indicated that the specified 3.7% butterfat content was below standard. The tests were made by the Division of Food and Drugs of the Mass. Department of Public Health, and reported to the Cambridge Health Department.

The results of the analyses were reported as to:

1) Grade. Pasteurized Homogenized Vitamin D—as specified.
2) Total Solids. In excess of 12% in every case.
3) Butterfat Content. Only seven tests of "School" milk met the 3.7% specification. The ten which were sub-standard ranged from 3.40% to 3.60%.
4) Plate Count. This is the "Bacteria Count"—of ALL bacteria, harmful and innocuous. The maximum allowed is 5,000. In two cases the count was excessive. One at 5,200; one at 7,600.

5) Coliform Count. According to Mr. Smith, Cambridge Health Department, this count represents 'harmful' bacteria. A count below 3 is acceptable. In no test was the count more than 1.

I have written to the Sunnyhurst Dairy Inc., notifying them of the deficiences in the milk they have provided. I asked for an immediate reply.

Very truly yours,
John J. Dynan
Business Manager

The chairman ordered the regular order of business.

On motion by Mr. Solomons, seconded by Mr. Olesen, it was voted to approve the minutes of the regular meeting of March 21, 1967 as presented.

The following communication was presented from Daniel A. Lynch, attorney for Miss Catherine L. Good, candidate for the position of Headmaster's Assistant, Home Economics Department at High & Latin School, and on motion by Mr. Olesen, seconded by Mr. Solomons, it was voted that the public hearing requested in the communication be conducted at this time and Attorney Lynch and Miss Good appeared before the committee:

March 29, 1967

Hon. Daniel J. Hayes, Jr.
Chairman, Cambridge School Committee
City Hall,
Cambridge, Mass.
RE: Catherine L. Good

Dear Dan:

Inasmuch as I have received no reply to my letter of March 10, 1967, it was rather shocking to learn that Superintendent John J. Tobin submitted the recommendation of Miss Jana Krause for the position of Head of the Home Economics Department of Cambridge High & Latin School. The recommendation of the Superintendent at at a time when Miss Good is still pursuing the rights conferred upon her by the Rules of the School Committee is, in my opinion, impertinent and unjust and in total disregard of the Rules promulgated by the School Committee.

The rights of Miss Good cannot be finalized unless and until the School Committee takes some definitive action on the five items enumerated in my letter of March 10. In view of the action of the Superintendent, Catherine Good, through me as her attorney, hereby requests a hearing before the School Committee at an open meeting so that all matters pertinent to the examination held on October 1, 1966 may be discussed. So that Miss Good's rights may not be irreparably prejudiced will you please acknowledge receipt of this letter and advise me that no action will be taken by the School Committee on the recommendation of Superintendent Tobin until such time as we are permitted a hearing at an open meeting.

I hope it will not be necessary to resort to the court of the Commonwealth to enforce compliance with the Rules of the School Committee.

Sincerely yours,
/s/Daniel A. Lynch

At the conclusion of the hearing it was voted on motion by Mr. Good, seconded by Mr. Olesen, that the regular order of business be suspended for the purpose of considering matters now on the 'calendar'. Question came on the Superintendent's recommendation, presented at the meeting of March 21, 1967, that Jana Glenn Krause, being the first name on the examined list for the position, be appointed Headmaster's Assistant—Home Economics Department, High & Latin School, at a salary of $10,340.00 effective April 10, 1967. Mrs. Ackerman moved, seconded by Mr. Duehay, that the Superintendent's recommendation be adopted. Mr. Good offered a substitute motion, seconded by Mr. Olesen, that Jana Glenn Krause be declared to have been ineligible to take the examination. On the following roll-call the substitute motion failed of adoption: Mr. Fitzgerald, Mr. Good and Mr. Olesen voting "Yea"; Mrs. Ackermann, Mr. Duehay, Mr. Solomons and Mayor Hayes voting "Nay". Mr. Good offered a substitute motion, seconded by Mr. Fitzgerald, that notwithstanding the Superintendent's recommendation, Miss Catherine Good, being the second person on the examined list, be appointed to the position of Headmaster's Assistant—Home Economics Department, High & Latin School. On the following roll-call the substitute motion failed of adoption: Mr. Fitzgerald, Mr. Good and Mr. Olesen voting "Yea"; Mrs. Ackermann, Mr. Duehay, Mr. Solomons and Mayor Hayes voting "Nay". On the following roll-call it was then voted to adopt the main motion by Mrs. Ackermann, seconded by Mr. Duehay to adopt the Superintendent's recommendation that Jana Glenn Krause, being the first name on the examined list for the position, be appointed Headmaster's Assistant—Home Economics Department, High & Latin School, at a salary of $10,340.00 effective April 10, 1967: Mrs. Ackermann, Mr. Duehay, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Good voting "Nay"; Mr. Fitzgerald and Mr. Olesen voting "Present".

The chair ordered the regular order of business resumed.

On motion by Mr. Duehay, seconded by Mr. Fitzgerald, it was voted to place on file a communication from the City Council relative to having the proposed three new schools planned as community schools.

On motion by Mr. Solomons, seconded by Mr. Olesen, it was voted to accept the resignation of Margaret T. Oldfield, teacher at the Webster School now on Maternity Leave of Absence.

There being no objection the chairman ordered placed on file a communication from Morgan Memorial, Inc., thanking the School Committee for permitting participation by the public schools in their Annual Clothing Collection.

There being no objection the chairman ordered placed on file a communication from Cambridge Post Jewish War Veterans thanking the committee for their recognition of the honor bestowed by the Cambridge Post on two Cambridge high school students for their exemplary practice of brotherhood in their every day endeavors.

SUPERINTENDENT OF SCHOOLS
(Reports and Recommendations)

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that, having filed the proper forms required by the Rules of the School Committee, Mrs. Judith D. Highley, teacher at the Peabody School, be granted Maternity Leave of Absence in accordance with the provisions of the rules, effective May 1, 1967 to September 1, 1968.

On motion by Mr. Solomons, seconded by Mrs. Ackermann it was voted to accept the resignation of Mrs. Gail M. (Carchia) Aufiero, teacher at the Roberts School, effective April 30, 1967.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted on the following roll-call to adopt a recommendation of the Business Manager that in addition to sums previously appropriated to Schedule B-44 that a sum of $2,000.00 be appropriated to Schedule B-44 Travel Outside State, said sum to be provided by transfer from the balance of funds in the Revolving Account PL874: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

On motion by Mr. Good, seconded by Mr. Olesen, it was voted on the following roll-call to adopt a recommendation by the Director of Physical Education and Athletic Activities, concurred in by the Superintendent, that permission be granted the Rindge Technical School Relay Team to compete in the University of Pennsylvania Relays to be held in Philadelphia, Pennsylvania on April 30, 1967 and that a sum not to exceed $600.00 be appropriated from the Special Athletic Fund to cover the expenses of the relay team, the coach and the faculty manager: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

The Superintendent announced that on the occasion of its 150th anniversary the Reliance Insurance Company is sponsoring a program of planting trees on school grounds without cost to the city. The Superintendent recommended that this matter be referred to him with power to proceed after consulting with the sub-committee on Buildings & Grounds. On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted to adopt the Superintendent's recommendation.

REPORTS OF COMMITTEES

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted that the following report of the Committee on Buildings & Grounds be accepted and the recommendations contained therein be adopted:

Committee on Buildings & Grounds

Present: Mr. Fitzgerald, Chairman
Mr. Duehay
Mrs. Ackermann
Mr. Olesen
Mr. Good
Mr. Solomons
John Corcoran, Asst. City Manager

Mr. Jerry Avery of Vandalarm Security Systems demonstrated the effectiveness of Vandalarm in detecting breaking and entering into school buildings and it was agreed that the Committee on Buildings & Grounds would take this matter under advisement and at a later date select two schools for a trial installation of this equipment.

Mr. Kruger of Sert, Jackson & Associates, Architects, presented tentative schematic drawings of the proposed new Houghton School. At the conclusion of the consideration of these plans it was voted to recommend approval of the tentative schematic drawings subject to presentation to the School Committee by the architects of the final detailed plans and specifications of the design development for this new school.

Respectfully submitted,
/s/James F. Fitzgerald
Chairman

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Calendar:

On motion by Mr. Fitzgerald, seconded by Mr. Olesen, it was voted to adopt the text books recommended for use in the Cambridge public schools at the meeting of March 21, 1967.

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted on the following roll-call to adopt the Superintendent's recommendation that the teachers listed below be re-elected for a period of one year from September 1, 1967: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Olesen "Present".

— IN SCHOOL COMMITTEE —

March 21, 1967

RECOMMENDED:

That the following teachers be re-elected for one year from September 1, 1967 in accordance with the Rules of the School Committee:

High and Latin
Clara H. Barrett
Mary L. Bellefontaine
Edward J. Brady
Alice J. L. Brown
Helen R. Brownrigg
Barbara R. Cannon
James F. DeVellis
Geraldine M. Gilligan
Thomas C. Haley
Joyce D. Koestner
Leslie S. Mould
Christine Nicolo
Aminda L. Nicoloro
Janet B. Rife
M. Dorothy Shea
Rindge Technical
Donald H. Brine
Thomas A. Calabrese
Manuel DeMello, Jr.
Charles D. Killilea
Katherine LaMontagne
Timothy F. Mahoney
Arthur J. Marchand
Michael P. O'Leary
John P. Sennott
Ralph J. Sennott
Robert J. Tierney

Abraham Lincoln
Mary J. Tansey

Agassiz
Joyce A. Hernquist
Elizabeth A. MacDonald
M. E. Fitzgerald
Janice G. Devlin
Ellen M. Foster
Roslyn L. Gray
Joseph A. Pagliaro, Jr.
Rhoda K. Posner

Fletcher
Jeannette Ayoub
Arlene S. Brown
Beverly A. Siskind
Lorraine M. Verrier
Rosalind A. Volpe
Haggerty
Margaret L. Bakey
Leslie E. Dunn
Jane Robertson
C. G. Harrington
Kathleen M. Meehan
Joanna R. Holleran
M. Clare O'Connor
Leslie S. Oliver

Houghton

Maureen Allenberg
Sydney Green
Ruth M. Kiely
Mary E. McCabe
Ann Scott
Ann P. Watford
Jean A. Young
Ella Jo Robinson

Longfellow

Kathleen H. Eckelberger
Maria Kleinman
Camille B. Maguire
Miriam M. McLaughlin
Andree S. Stone

Morse

Judith S. Bradbury
Evelyn C. Gaisinger
David F. Goodwin
Richard D. Faloney

Peabody

Ann M. Buckley
Susan J. Durfee
Charles J. Murphy
Ellen K. Walosinski

Putnam

Thomas F. McCarron
Elsie L. Murphy

Roberts

Doris G. Anderson
Gail C. Aufiero
Norma D. Donato
Anita Enberg
Muriel A. Rosenthal

Russell

Joyce A. MacKay
Judith A. McDonald
Joan M. Serino
Pamela Stout

Thorndike

Susan L. Kreicamen
Janet E. Moynihan
Alexandra Normile

Webster

Louise A. Adelman
Mary C. Murphy
Jacqueline E. Hargrove

Vocational School for Boys

Edward Correia

Bureau of Pupil Services

Carol A. Armato
Richard T. Colgan
Gerald F. Shea, Jr.

Elementary French

Helen R. Bailen
Lorraine G. McDonough

Physical Education

Gina M. Centrella
George R. Greenidge

Librarian

Charles W. Adams

On motion by Mr. Fitzgerald, seconded by Mr. Good, it was voted on the following roll-call to adopt the Superintendent's recommendation that the following teachers, having successfully completed three years service in the Cambridge Public Schools, be placed on tenure effective September 1, 1967 in accordance with the rules of the School Committee: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

— IN SCHOOL COMMITTEE —

March 21, 1967

RECOMMENDED:

That the following teachers, having completed successfully three years service in the Cambridge Public Schools, be placed on tenure from September 1, 1967 in accordance with the Rules of the School Committee.

High and Latin

Anne J. Conners
Harvena J. Dillon
Nancy J. Gelowtsky
Cynthia B. Larson
Marilyn C. Piser
Frances H. Ramsdell
Mary L. Sullivan

Rindge Technical

Edward R. Sarasin

M. E. Fitzgerald

Mary Cribben
Marlene P. Klimek
Nancy S. Melcher
Eleanor T. Rogan
Thomas R. Scalese, Jr.
Margaret R. Sheehan
Catherine E. Wadden

Haggerty

Diana Beatrice
Catherine M. Synnott

C. G. Harrington

Joseph A. Colaninno
Myra H. Drooker
Carole M. Martin
Carolyn W. Murphy
Ida D. Sherwin

Houghton

Marcia E. Lorion

Longfellow

Marion J. Hannon
Marie E. Hunt
Liberty Winter

Peabody

Susan G. Filene
Mary E. Murphy

Roberts

Mary D. Battell
Marilyn A. McGinn
Carol A. Nolan

Webster

Elenor M. Parker
Charles J. Stead

On motion by Mr. Duehay, seconded by Mr. Fitzgerald, it was voted on the following roll-call to accept the report of the committee formed to study in depth the matter of custodial services, and adopt the recommendations and proposed amendments to the rules contained therein: Mrs. Ackermann, Mr. Duehay, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Fitzgerald "Absent".

February 13, 1967

Ordered:

That a committee be formed to study this problem in depth and recommend to the Sub-Committee on Buildings & Grounds any changes in or additions to the policies now in effect under the Rules of the School Committee. Members of the special committee shall be made up of the Chief Custodian, one senior custodian, one junior custodian, one High School Headmaster or an Assistant Headmaster, one Elementary School Master, and the Assistant Superintendent of Schools for Secondary Schools. Representatives of the custodial staff shall be chosen by the custodians. Representatives of the administrative staff, with the exception of the Chief Custodian and the Assistant Superintendent, shall be chosen by the Superintendent. The Committee shall study and make recommendations on:

1) Duties and responsibilities of each classification of custodians.
2) Rates and method of payment for all work beyond the 40-hour week.
3) Bases for assignment of personnel.

TO: Sub-Committee on Buildings and Grounds

In compliance with the order of the School Committee, a committee comprising Mr. John Balfe, Mr. Frank Frisoli, Mr. Joseph Dynan, Mr. Thomas Culhane, Mr. William Fitzgerald and Mr. David Hockman submits the recommendations which follow.

The Committee's decision was to crystallize its thinking in the submission of a recording of specific duties, and of exact changes in the present Rules of the School Committee.

That part of Chapter XIX which establishes procedures for payment of Rental and Custodial Fees has been prepared to provide either for payment directly to the custodians of amounts due them, or, as an alternate, payment to the School Department and monthly payment to the Custodians.

For the Committee,
David E. Hockman, Chairman
John J. Balfe
Thomas J. Culhane
Joseph F. Dynan
William J. Fitzgerald
Frank J. Frisoli

I. DUTIES AND RESPONSIBILITIES OF CUSTODIANS, MATRONS AND JANITRESSES

SENIOR CUSTODIAN:

Duties: Under direction, to have charge of the cleaning and sanitary maintenance of a school building, the operation and care of the heating and ventilating system, and the care and maintenance of the school grounds (under the jurisdiction of the School Department); to participate in the work; and to perform related work as required.

Example of Duties: Supervising and participating in activities such as sweeping, dusting, mopping, scrubbing, waxing, polishing; making minor repairs and adjustments; cleaning and care of floors (wood, concrete, vinyl tile), walls (plaster, wood, cinder block), windows, light fixtures, toilets, washbowls, furniture and other building furnishings and equipment; supervising, scheduling, and inspecting the work of employees engaged in school building care and maintenance activities; supervising and participating in the activities required for the care and maintenance of the school grounds (under the jurisdiction of the School Department), including the mowing and watering of grass, the sweeping of walks and the removal of snow and ice, requiring the use of hand and power lawn mowers, rakes, snow blowers, shovels, etc., having responsibility for the operation and care of a heating (oil-fired, steam heating boilers) and ventilating (fans, blowers, unit ventilators) systems; having responsibility for requisitioning and keeping inventories of custodial supplies and equipment; inspecting the school building to determine the necessity for maintenance work; submitting reports concerning the necessity for performing maintenance work; checking deliveries of fuel, displaying the flag of the United States according to custom; having responsibility for maintaining a high standard of sanitation; having responsibility for eliminating fire hazards and preventing accidents.

JUNIOR CUSTODIAN:

Duties: Under direction his responsibilities and duties will be those of the

Senior Custodian with the exception that no Junior Custodian shall have supervision of any other personnel.

MATRON:

Duties: Under supervision, to have charge of the cleanliness and proper use of teachers' and pupils' facilities; to supervise pupils when not in classrooms; to distribute milk or food to pupils; to administer first aid; and to perform related work as required.

Examples of Duties: Cleaning and keeping assigned classrooms, toilet rooms, shower rooms, and locker rooms in order by performing activities such as dusting and polishing furniture, sweeping, washing, scrubbing, and waxing floors (wood, asphalt tile, and ceramic tile), cleaning washbowls, etc.; having responsibility for the conduct of pupils when arriving at or leaving school, when in lunchrooms, at recess, or when not under the direct supervision of teachers; distributing milk or food to pupils; collecting money and collecting milk bottles after use; administering first aid to pupils and taking them home when ill; rendering any assistance to teachers and pupils as required by the Principal; reporting the improper use of any facilities, loss of keys, etc., to the Principal; assisting in distributing supplies.

JANITRESS:

Duties: Same as those of a Junior Custodian.

II. The committee recommends that the following changes be effected in the present Rules of the School Committee:

Chapter VII High School Headmasters—Elementary School Masters and Submasters

Section 1. Powers and Duties

(f) Change to read as follows:
"While schools are in session,
they shall have supervision over custodians, matrons, janitresses and nutrition class attendants assigned to their respective buildings and shall report each month to the Chief Custodian on the work and the deportment of such personnel."

(g) Add:
"While schools are in session,
they shall have supervision over the work and deportment of all other personnel assigned to their respective buildings."

Chapter XIV Civil Service Employees
be changed as follows:
Section 2. Age Limit—Delete.
Section 3. Renumber as Section 2.
Section 4. Renumber as Section 3.
Section 5. Delete.
Section 6. Renumber as Section 4. Add the sentence: "ALL custodial overtime must be authorized by the Chief Custodian."

Chapter XV Chief Custodian
be changed as follows:
Section 1. Insert word "janitresses" after the word "matrons".
Section 3. Rephrase to read, "He shall assign junior custodians, matrons, janitresses, and nutrition class attendants. He shall outline their duties. He shall recommend the transfer of all custodians,

matrons, janitresses and nutrition class attendants and report the effective date of all transfers at the next meeting of the School Committee. Except for Senior Custodians, transfers shall be in accordance with Section 4 of this Chapter.

Section 4. Transfer of Junior Custodians by Seniority

When a permanent vacancy occurs in junior custodial positions, due notice shall be mailed to each junior custodian not less than ten days after such permanent vacancy occurs. When notices are mailed to junior custodians said notices shall contain the closing date for receipt of applications. Permanent vacancies shall be filled within thirty working days of their occurrence.

When more than one vacancy exists, such facts shall be made clear in the notice to junior custodians.

All junior custodians regularly in the employ of the School Committee who, by reason of such employment are eligible for the vacancies for which notice has been mailed, may make application in writing to the Chief Custodian for the vacant position or positions.

The Chief Custodian shall select for appointment one of the three applicants with the greatest seniority. When the Chief Custodian recommends any person other than the person with the greatest seniority he shall report to the Committee his reasons for not appointing the person (or persons) with the greatest seniority. In all cases, seniority for vacancies shall be determined by the seniority list as filed by the School Department with the Massachusetts Division of Civil Service under Chapter 31, Section 15c. In the event there are no applicants, appointments to such positions shall be made from among the three junior custodians in the inverse order of seniority.

The above shall not in any way abridge the right of the Chief Custodian to effect temporary placement of junior custodians.

Chapter XVI Custodians — Matrons — Janitresses — Nutrition Class Attendants.

Section 1. While schools are in session all custodians, matrons, janitresses and nutrition class attendants shall be directly responsible to the Master of the building to which they are assigned. While schools are not in session, they shall be directly responsible to the Chief Custodian.

Section 2. All custodians, matrons, janitresses and nutrition class attendants not assigned to a building shall be directly responsible to the Chief Custodian.

Section 3. The Chief Custodian, with the approval of the Superintendent, shall establish daily working hours of custodians, matrons, janitresses and nutrition class attendants consistent with Civil Service Regulations.

Chapter XIX

Section 4. Change "4:00 P. M." to "4:30 P. M."

Section 9. Custodial Fees:
Rephrase to read as follows:

"Custodians, matrons and janitresses shall be compensated at the hourly rate of 1/40 of the maximum weekly salary established for their classification. Any extraordinary service performed over and above the regular duties of their classification must be paid for by the holders of permits.

OR (Alternate)

Section 10. Payment of Rental Fees

Holders of permits must, at least five days prior to the date of occupancy, present to the Business Agent of the School Department payment in full of the amount specified on the permit. Failure to do so will result in cancellation of the permit.

Section 11. Payment of Custodial Fees

Holders of permits will pay custodial personnel fees consistent with the established schedule.

Within 24 hours after the use of school buildings by permit holders, the School Department Employee(s) assigned will forward to the Chief Custodian the required report.

It was voted to adopt a motion presented by Mr. Duehay at the meeting of March 21, 1967 and seconded by Mrs. Ackermann that in his review of teacher appointment, hiring and recruitment policy, the Superintendent of Schools is requested to make any recommendations he deems necessary concerning substitute teacher policy, giving special attention to the following areas:

1) whether hiring policies could be adopted which would reduce the large number of long term substitute teachers presently employed each year;

2) whether the state minimum wage, rather than the daily rate, should apply to substitute teachers who serve for the entire school year or for an entire school term.

Question came on a proposed amendment to the rules presented by Mrs. Ackermann at the meeting of March 21, 1967 and seconded by Mr. Solomons: That Chap. XIII, Sec. 1, be amended by adding the following sentence: "Children actually living in Cambridge, whose parents are not legal residents thereof (except those children subject to the provisions of Chap. 76, Sec. 1, general laws—Division of Child Guardianship) and provided that the child's residence is not for the special purpose of attending school in Cambridge, shall be admitted to the Cambridge public schools without payment of tuition." On motion by Mr. Olesen, seconded by Mr. Good it was voted that this proposed amendment to the rules be referred to the Superintendent for study and report, said report to include an opinion from the City Solicitor as to its legality.

It was voted to adopt a motion presented by Mr. Solomons at the meeting of March 21, 1967 seconded by Mr. Duehay, that the City Manager consider the feasibility and advisability of purchasing certain parcels of land described as No. 104-105 Boardman Street and 42-43 Broadway, all adjoining the Roberts School land, for the purpose of presently using this land for play area and for future use for school building expansion. Mr. Olesen is recorded as voting "Nay".

On motion by Mrs. Ackermann, seconded by Mr. Good, it was voted to adopt the Superintendent's recommendation presented at the meeting of March

21, 1967 that the following personnel be approved as eligible for appointment to the After School Centers Program:

Mathematics Teacher:
Joan M. McKeon

Teachers' Aides:
Janet H. Batcycki, Richard E. Brennan, Donald H. Harrison, Jr., Stanley Hesketh, Jr., Kathleen Morgan

Music Teacher:
Mary H. O'Leary

Question came on a proposed amendment to the rules presented by Mr. Fitzgerald at the meeting of March 21, 1967: There shall be established in the Cambridge School Department the position of Chief Supervisor of Attendance. This position shall be filled by promotion, subject to a qualifying examination by Civil Service, of the first person in the next lowest grade with the greatest seniority who is willing to accept this position. Salary for the position shall be $500. per year over and above the salary of Supervisor of Attendance. Qualifications and duties shall be:

1) at least six years experience in the Cambridge School Department as a Supervisor of Attendance;

2) in addition to regular duties of Supervisor of Attendance he shall supervise all cases before the courts as to presentation and act as liason officer between the School Department and the Courts;

3) he shall be responsible for the proper keeping of records of the attendance department;

4) he shall perform related work as required by the Superintendent and the School Committee.

A motion by Mrs. Ackermann, seconded by Mr. Solomons, that this proposed amendment be referred to the Superintendent for study and report and recommendation, failed of adoption. On the following roll-call it was then voted to adopt the proposed amendment set forth above: Mr. Fitzgerald, Mr. Good, Mr. Olesen and Mayor Hayes voting "Yea"; Mrs. Ackermann, Mr. Duehay and Mr. Solomons voting "Nay".

Question came on a proposed amendment to the rules presented by Mr. Olesen at the meeting of March 21, 1967: The rules governing the position of Director of School Public Relations in the Cambridge School Department (a) A Master's degree from an accredited college or university, and (b) a minimum of seven years full-time teaching experience, be amended by adding "OR (a) a Bachelor's degree from an accredited college or university; and (b) seven years newspaper experience; and also public relations experience." On motion by Mr. Olesen, seconded by Mrs. Ackermann, it was voted that this proposed amendment to the rules be placed on file.

Tabled Matters:

On motion by Mr. Duehay, seconded by Mrs. Ackermann, it was voted to take from the table the minutes of the meeting of January 30, 1967. On motion by Mr. Duehay, seconded by Mrs. Ackermann, it was voted to approve as corrected the minutes of the meeting of January 30, 1967.

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to take from table the motion "That the Board of Examiners be authorized to rate Mrs. Tobie Ruth Lipson, candidate for the position of teacher of French at the High & Latin School, notwithstanding the fact that Mrs. Lipson is not yet a citizen of the United States, and, further, that the rule of the School Committee requiring candidates to possess United States Citizenship be suspended in this case." The Superintendent recommended that the matter be placed on file. Mr. Fitzgerald moved, seconded by Mr. Olesen to adopt the Superintendent's recommendation. On the following roll-call it was voted to adopt a motion by Mr. Solomons, seconded by Mrs. Ackermann, that the matter be referred to executive session: Mrs. Ackermann, Mr. Duehay, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Fitzgerald, Mr. Good, and Mr. Olesen voting "Nay".

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to take from the table a communication from the Director of Physical Education relative to award of athletic sweaters. On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted that sweaters be awarded to the Rindge Technical School Basketball Team because of their participation in the Tech Tourney; and, further, that the awarding of sweaters to the lettermen of any of our Varsity High School Athletic Teams which are invited to participate in State Tournaments that have a requirement of a definite winning percentage or league standing to qualify for participation with the provision that only one sweater be given to any boy who qualifies under the above proposal during his four years, even though he participates in more than one tournament.

Conforming to an order that he report to the School Committee on the extent which recommendations contained in "Report on Pupil Services—1964" as prepared by Dr. Wm. C. Cottle and Dr. Frances E. Dunn, have been implemented, the Superintendent presented the following report and on motion by Mr. Solomons, seconded by Mr. Duehay, it was voted that the report be accepted:

April 4, 1967

— IN SCHOOL COMMITTEE —

ORDERED:

"That the Superintendent report to the School Committee on the extent which recommendations contained in "Report on Pupil Services—1964" as prepared by Dr. William C. Cottle and Dr. Frances E. Dunn have been implemented."

In compliance with the above Order I desire to report the following recommendations in the Cottle-Dunn Report which have been implemented:

The appointment of an Assistant Director of Pupil Services in charge of guidance.

The appointment of additional counselors at the secondary level in both Cambridge High and Latin School and Rindge Technical School.

The establishment of a system whereby counselors are assigned to the same pupils throughout the four years.

The removal of discipline and attendance duties from the counseling staff.

The assignment of Placement to one person in each high school.

The assignment of three counselors to the elementary schools.

The assignment of one counselor to work with vocational school pupils.

Greater publicity concerning available scholarships and a wider distribution of application forms.

Continued close co-operation with community agencies.

Written reports of pupils studied, supplemented by a series of meetings with teachers, psychologists and psychiatrists.

The number of speech teachers increased from one to three.

Additional special classes added at the trainable, readiness and junior opportunity levels in order to effect a better grouping by chronological age.

Meetings with parents of retarded children.

Classes for the academically talented at the Fletcher School transferred to Harrington School.

John M. Tobin
Superintendent of Schools

On motion by Mrs. Ackermann it was voted that Ruth F. Boland, Director of the Bureau of Pupil Services and Richard T. Colgan, Assistant Director of the Bureau of Pupil Services be requested to appear at the next meeting of the School Committee scheduled for Tuesday, April 18, 1967 for the purpose of discussing recommendations contained in the Dunn-Cottle Report which have not been implemented, and to present any further recommendations which in their opinion should be considered for the next school year.

The following report was presented from the committee formed to consider the present system employed in ranking secondary school students and on motion by Mr. Solomons, seconded by Mr. Duehay, it was voted that the report be placed on the 'calendar':

PROPOSAL FOR RANKING OF SECONDARY SCHOOL PUPILS

March 30, 1967

The committee formed to consider the present system employed in ranking secondary school students recommends the adoption of the following policy:

1. At both high schools there will be two procedures followed:
   a) All students, regardless of course, will be ranked according to their final averages.
   b) An additional ranking will establish two groups, each to be ranked separately.
      (1) Students whose programs are College Preparatory will com-

prise one group.
(2) Students whose programs are not so oriented will comprise the second group.

2. Only those subjects which meet the following criteria will be considered in this evaluation:
   a) At Cambridge High and Latin School those subjects which carry a value of five (5) or more credits.
   Note: Personal Typing which carries a value of five (5) credits and is an elective subject for College Preparatory students will be excepted.
   b) At Rindge Technical School all subjects which presently carry a value of four (4) or more credits.
   Note: Health would be excepted.

3. Because the grouping at High and Latin School provides Academically Talented, Honors and Regular classes in the College Preparatory Course; because the grouping provides Honors and Regular classes in the Business Course, the present system of weighting the raw scores awarded at the end of each marking period will be standardized for all subjects.
   Note: In effect, to the grades earned by students in Academically Talented classes will be added a certain number of points; to the grades earned by students in the Honors Classes will be added a lesser number of points; no points will be added to the grades earned in the Regular classes.

4. An explanation of the ranking procedure which is adopted will be printed and attached to each application form which our schools complete and forward.

The limited research which time permitted indicates that "rank in class" is requested on many of the application forms. Consequently it is of value to our students and cannot be eliminated.

It should be noted that recommendation two (2) of this report is a majority opinion. A minority favored including grades earned in all subjects.
To implement this policy there will be required:

1. A final decision in a study which has been underway at Cambridge High and Latin concerning the points to be added to the raw scores in the various groups.

2. A re-evaluation of the credits presently awarded for subjects at the Rindge Technical School.

Mr. David E. Hockman, Chairman
Mr. Richard T. Colgan
Mr. Raymond G. D'Arcy
Miss Marie E. McCabe
Mr. Robert R. Sweeney

Conforming to an order that he report on a job description for the position of Master's Assistant, Elementary Schools, the Superintendent presented the following report and on motion by Mr. Olesen it was voted that the report be placed on the 'calendar':

April 4, 1967

—— IN SCHOOL COMMITTEE ——

ORDERED: (3/7/67)—"That the Superintendent of Schools be requested to report to the School Committee as soon as possible, a job description for the position of Master's Assistant in the elementary schools, outlining specifically the duties performed for the $500.00 stipend awarded to persons holding this position."

The Superintendent desires to submit the following report in compliance with the above Order of the School Committee, March 7, 1967:

> The basic responsibility of the Master's Assistant is to aid the Master in every conceivable fashion to administer the building efficiently. In general the following responsibilities have been assigned by the Master:
>
> 1. Management and discipline of the school in the absence of the Master.
> 2. Maintenance of all school records including teacher-pupil attendance and payroll.
> 3. Maintenance of file and assignment of substitute teachers.
> 4. Order and distribution of general school supplies.
> 5. Collection of stamp, milk, etc. funds.
> 6. Assist in supervision of cafeterias or lunch facilities.
> 7. Assist Master in scheduling and programing.
> 8. Correlate programs of visiting teachers, Art, Music, Physical Education, French, etc.
> 9. Arrange for adequate coverage of classrooms in teacher absence until substitute arrives.
> 10. Conduct graduation exercises.
>
> In addition the Master's Assistant is available for other assignments when deemed necessary by the Master.

John M. Tobin
Superintendent of Schools

Conforming to an order that he study and recommend policy for raising the standard for selecting teachers who are placed on tenure after three years of service so that only those of outstanding excellence will be given tenure, the Superintendent presented the following report and on motion by Mr. Good, seconded by Mr. Solomons, it was voted that the report be placed on the 'calendar':

April 4, 1967

—— IN SCHOOL COMMITTEE ——

ORDERED: (3/7/67)—"That the Superintendent study and recommend to the School Committee a policy for raising the standards for selecting those teachers who are placed on tenure after three years' service, so that only those of outstanding excellence will be given tenure."

In compliance with the School Committee Order of March 7, 1967 the Superintendent respectfully submits the following report:

The Superintendent has attempted to make very evident that he regards the classroom teacher as the conerstone of this school system. As a result, as members of the School Committee must be aware, much time of the professional staff members is devoted to the overall recruitment program of this system. The attempt to attract the best possible teachers to this system goes on continuously. Both Assistant Superintendents are constantly recruiting. In addition. the Board of Examiners works for several weeks each year in evaluating superior people for this system. It is the Superintendent's firm conviction that this time consuming program has been effective. Cambridge has a quality teaching force.

Moreover, the recruitment program does not end with the signing of a contract. Every effort of this system is then given to the new teacher that potential may become reality; that the ability discerned by the Board of Examiners may be developed. From the first Master's meeting of the year until the last the Superintendent reminds the administrators to visit classrooms regularly, to consult and advise teachers on how to improve instruction.

It is true, however, that no system is infallible. Despite the efforts of the Board of Examiners and the supervision of administrators there are occasions when a new teacher does not meet our standards. In these cases the teacher is encouraged to resign, even to seek other kinds of work or a different focus of educational effort. This policy prevents a permanent failure for the individual for voluntary withdrawal is less damaging in the long run to a career than a dismissal. There has been more than one occasion when a teacher who did not have success in the classroom found himself in research or in a related field. A dismissal might well have made it impossible for the teacher to have this opportunity.

The term "outstanding excellence" causes the Superintendent some concern. As has been reported very serious effort is made to attract those of superior potential to this system. With guidance these teachers do grow. It is difficult, however, to maintain that "outstanding excellence" is achieved in each case. It is his conviction that no unsatisfactory teacher is ever recommended for tenure; it is further his belief that the teachers on tenure are well above average in professional competency and dedication.

On a personal note the Superintendent would hope that the time will never come to this system when tenure will be used as a weapon either to decrease budget commitments through replacements or to initiate a modified, if false, merit system. The Superintendent recommends, therefore, that the present teacher selection and tenure policy be reaffirmed by the School Committee.

John M. Tobin
Superintendent of Schools

NEW BUSINESS

On motion jointly by Mr. Solomons and Mr. Duehay it was unanimously voted to adopt the following resolution:

> WHEREAS: Vincent F. Conroy performed distinguished town, city, state and federal service to the profession of education; and
> WHEREAS: Mr. Conroy's contributions to the solution of de facto segregation in many school systems will guide public policy in education for years to come; and
> WHEREAS: Vincent F. Conroy died in Vietnam as a member of the United States task force planning the future of education in that country; and

WHEREAS: Vincent F. Conroy, as the Director of Field Services at the Harvard Research and Development Center, represented Harvard University in matters before the Cambridge School Committee; Therefore, be it

RESOLVED: That the Cambridge School Committee records with deep sorrow the death of this dedicated public servant and extends its deep sense of loss to his wife and family.

On motion by Mr. Solomons, seconded by Mr. Good, it was voted to convene in executive session.

On motion by Mr. Fitzgerald, seconded by Mr. Good, it was voted to adopt a recommendation by Bernard J. Flannery, Supervisor of Cafeterias, that Civil Service be requested for permission to promote a member of the Cafeteria Worker staff to Cook to fill the vacancy caused by the retirement of the cook at the Morse School cafeteria; and, further, that civil service be requisitioned for a list of persons eligible to fill one position of Cafeteria Worker to fill the vacancy which will be caused by the promotion to Cook.

On motion by Mrs. Ackermann, seconded by Mr. Duehay, it was voted to adopt a recommendation by the Director of Physical Education and Athletic Activities, concurred in by the Superintendent, that because of illness William Dynan will not be able to perform the duties of elementary school baseball umpire, the vacancy be filled by having the other four officials work the baseball games assigned to Mr. Dynan and that these four officials be reimbursed from funds allocated for Mr. Dynan's program: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

Question came on a motion presented January 3, 1967 and presently on the table, authorizing the Board of Examiners to rate Mrs. Tobie Ruth Lipson for the position of teacher of French notwithstanding the fact that Mrs. Lipson is not yet a citizen of the United States. On motion by Mr. Fitzgerald, seconded by Mr. Good, it was voted that this matter be placed on file.

On motion by Mr. Olesen, seconded by Mr. Good, it was voted that whereas the Cambridge School Department is desirous of the best possible person as Director of Public Relations, and whereas the Cambridge School Committee has delegated the evaluating of candidates to an evaluating committee, therefore the qualifications of Robert J. O'Leary be evaluated by the Evaluation Committee not withstanding the Rules of the School Committee: Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mayor Hayes voting "Yea"; Mrs. Ackermann, Mr. Duehay, and Mr. Solomons voting "Nay".

On motion by Mr. Fitzgerald, seconded by Mr. Good, it was voted to reconvene in open session.

On motion by Mr. Solomons, seconded by Mrs. Ackermann it was voted to ratify and affirm the votes taken in executive session.

On motion by Mr. Duehay, seconded by Mr. Olesen, it was voted to adjourn;

ADJOURNED.

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(Official Report)

Tuesday, April 18, 1967

Regular Meeting:

Members present: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes.

Mayor Hayes in the chair.

On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted to suspend the regular order of business for the purpose of hearing Mr. Justin Gray, City Planning Coordinator. Mr. Gray appeared and discussed at length the Model Cities Program of the United States Government. At the conclusion of the hearing it was voted on the following roll-call to adopt a motion presented unanimously "That the Cambridge School Committee, being cognizant of the great value which will accrue to the City of Cambridge by the adoption of the Model Cities Program of the United States Government and recognizing the particular advantages such a program will afford to the school children of this community and their families, the Cambridge School Committee herewith endorses and approves the application for planning funds for the Model Cities Program: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Olesen voting "Nay". On motion by Mrs. Ackermann, seconded by Mr. Duehay, it was voted to suspend the rules for the purpose of moving reconsideration at this meeting. A motion to reconsider the foregoing vote, hoping same would not prevail, failed of adoption. Mr. Olesen is recorded as voting "Yea" on the motion "to reconsider".

The chairman ordered the regular order of business resumed.

Having filed the proper notice required by the rules, Mr. Good moved to reconsider the vote taken at the regular meeting held on April 4, 1967 "That Jana Glenn Krause, being the first name on the examined list for the position, be appointed Headmaster's Assistant-Home Economics Department, High & Latin School at a salary of $10,340.00 per year, effective April 10, 1967." Mr. Olesen seconded the motion. The motion to reconsider failed of adoption.

On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted that the minutes of the regular meeting of April 4, 1967 be approved as presented.

There being no objection the chairman ordered placed on file a communication from Senator Mary L. Fonseca relative to recording the Cambridge School Committee in favor of Senate Bill 295.

On motion by Mr. Duehay, seconded by Mr. Good, it was voted to adopt a recommendation that in accordance with the rules of seniority that Robert Hooker, junior building custodian, be transferred from High & Latin School to the Houghton School without change in rating or salary.

A communication was received from Ruth F. Boland, Director of the Bureau of Pupil Services, advising that because of a prior commitment she would not be able to attend this meeting and requesting that the hearing be postponed until the next regular meeting. On motion by Mr. Solomons, seconded by Mrs .Ackermann, it was voted that the hearing be postponed and that Miss Boland be invited to appear at the next regular meeting scheduled for May 2, 1967.

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to make part of the minutes the following communication from John H. Corcoran, Assistant City Manager.

April 7, 1967

Mr. Edward J. O'Connell
Secretary of the School Committee
Cambridge School Department
1700 Cambridge Street
Cambridge, Massachusetts

Dear Mr. O'Connell:

On behalf of the City Manager I wish to acknowledge receipt of your most recent communication dated March 21, 1967, wherein you make inquiry relative to property located at 177-183 Harvard Street.

I wish to advise you that upon receipt of your communication dated October 18, 1966, we requested the Assessors to investigate the availability of the property in question. The Assessors came back to us after talking with the owners, and we were advised that the owners were not interested in selling their property but were rather in the process of making what appeared to be extensive renovations to the property.

Upon receipt of your most recent communication, we again requested the Assessors to talk with the owners and they learned that the property had been sold.

Yours truly,
JOHN H. CORCORAN
Assistant City Manager

A communication was received from Albert H. Giroux, candidate for the position of Director of Public Relations advising that his five years of public school teaching experience did not meet the requirements of seven years of public school teaching experience, but that he has had two years of teaching experience in the army reserve program and evenings at Bryant & Stratton School and requesting that in the light of this added experience, his five years in public relations work and his deep interest in both education and public relations, that the School Committee consider his candidacy for the position of Public Relations Director. On motion by Mr. Good, seconded by Mr. Olesen, that the rules notwithstanding, that Albert H. Giroux's application for the position of Director of Public Relations in the Cambridge School Department be accepted and rated by the Rating Board appointed by the School Committee to rate candidates for his position. Mr. Fitzgerald, Mr. Good, Mr. Olesen and Mayor Hayes voting "Yea"; Mrs. Ackermann, Mr. Duehay and Mr. Solomons voting "Nay".

On motion by Mr. Olesen, seconded by Mr. Good, it was voted to make part of the minutes the following communication from the Superintendent of Schools in Waltham, Mass.:

March 29, 1967

Mr. Edward J. O'Connell
Secretary of the School Committee
1700 Cambridge Street
Cambridge, Mass.

Dear Mr. O'Connell:

The Waltham School Committee wishes to convey their pleasure with the action taken by the Cambridge School Committee concerning the medical expenses incurred by the parents of the student who was injured during the basketball game between Rindge Technical School and Waltham High School.

The parents of this boy are also happy with your action and wish to report that Blue Cross-Blue Shield have taken care of the matter.

Very truly yours,
/s/ James Fitzgerald
Superintendent of Schools

SUPERINTENDENT OF SCHOOLS
(Reports and Recommendations)

On motion by Mr. Solomons, seconded by Mr. Good, it was voted to accept the resignation of Beverly A. Siskind, teacher at the Fletcher School, effective May 26, 1967.

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that Ruth F. Boland, Director of the Bureau of Pupil Services, be granted permission to schedule a meeting for all parents and teachers of Special Class children who attend the Harrington, Houghton, Longfellow, Peabody, Roberts, Russell, Thorndike and Webster Schools.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to approve the Kindergarten Registration Dates as recommended by the Superintendent and set forth below:

April 6, 1967

KINDERGARTEN REGISTRATION DATES

Children who are expected to enter kindergarten in September should be registered during the week of May 15 to 19, 1967 from 12:30 P.M. to 2:45 P.M. The dates assigned for the various schools are as follows:

Abraham Lincoln	Thursday, May 18 and Friday, May 19.
Agassiz	Thursday, May 18 and Friday, May 19.
M. F. Fitzgerald	Monday, May 15, Tuesday, May 16 and Wednesday, May 17.
Fletcher	Monday, May 15 and Tuesday, May 16.
Haggerty	Monday, May 15 and Tuesday, May 16.
C. G. Harrington	Monday, May 15, Tuesday, May 16 and Wednesday, May 17.
Houghton	Monday, May 15 and Tuesday, May 16.
Longfellow	Wednesday, May 17, Thursday, May 18, and Friday, May 19.
Morse	Monday, May 15 and Tuesday, May 16.

Peabody	Monday, May 15 and Tuesday, May 16.
Putnam	Monday, May 15 and Tuesday, May 16.
Roberts	Monday, May 15, Tuesday, May 16 and Wednesday, May 17.
Russell	Wednesday, May 17, Thursday, May 18, and Friday, May 19.
Thorndike	Wednesday, May 17 and Thursday, May 18.
Webster	Wednesday, May 17 and Thursday, May 18.

The child's record of birth and record of vaccination should be presented at the time of registration.

It is recommended that children entering kindergarten be immunized against diphtheria, whooping cough and tetanus, polio and measles. A parent who may not have selected a family physician may call the Cambridge Health Department at TRowbridge 6-6800 for information concerning immunizations.

John M. Tobin
Superintendent of Schools

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to approve the following Graduation Dates and the matter of assigning speakers be placed on the "Calendar":

Monday	June 5	High & Latin School	6:00 p.m.
Tuesday	June 6	Rindge Technical School	6:00 p.m.
Monday	June 5	Putnam School	9:30 p.m.
Monday	June 5	Harrington School	11:00 a.m.
Tuesday	June 6	Longfellow School	9:30 a.m.
Tuesday	June 6	Houghton School	11:00 a.m.
Wednesday	June 7	Agassiz School	9:30 a.m.
Wednesday	June 7	Fletcher School	11:00 a.m.
Wednesday	June 7	M. E. Fitzgerald School	2:00 p.m.
Wednesday	June 7	Vocational School Boys & Girls	8:00 p.m.
Thursday	June 8	Peabody School	9:30 a.m.
Thursday	June 8	Roberts School	11:00 a.m.
Thursday	June 8	Thorndike School	2:00 p.m.
Friday	June 9	Morse School	9:30 a.m.
Friday	June 9	Russell School	11:00 a.m.
Friday	June 9	Webster School	2:00 p.m.

There being no objection the chairman ordered placed on the table a communication from Fred E. Smith of the Health Department relative to further analysis of milk furnished to the public schools.

Conforming to an order that he prepare a complete, in depth, survey of surrounding comparable communities relative to administration of the respective school systems, the Superintendent presented the following report:

April 13, 1967

ORDERED:

That the Superintendent of Schools shall prepare a complete, in depth, survey of surrounding comparable communities and Pittsburgh, Pennsylvania, and any other communities which the Superintendent may wish to include, relative to administration of the respective school systems and his report to the School Committee shall be included in the Agenda for the regular meeting scheduled for April 18, 1967; and, further that the Superintendent's report shall also contain an evaluation of the position of Assistant Superintendent in the Cambridge School Department.

On March 20, 1967, a request for an organizational chart of the administrative staff and the duties assigned to each classification was forwarded to the following school departments whose school population approached that of the Cambridge Public Schools.

Requests were mailed to the following:

	Pupil Population
Chicopee	12,394
Fall River	12,959
Framingham	10,450
Lowell	13,960
Medford	10,451
Pittsfield	12,154
Somerville	13,731
Waltham	10,074
Weymouth	11,028

Pittsburgh, Pennsylvania was also contacted.

Replies have been received from all except Chicopee, Lowell and Medford.

For your information copies of the replies are enclosed excepting that of Pittsfield. The fifty-one page report of Pittsfield has been summarized.

An analysis of the organizational patterns indicates two general broad approaches to the patterns presently in effect.

One approach is that presently in effect in Cambridge which separates duties and responsibilities by grade levels i. e. elementary and secondary.

The second is to divide responsibilities into the broad areas of Instruction and Personnel and of Administration regardless of grade level.

Common to all is the employment of staff personnel specialists whose responsibility is to provide specific knowledge in their specialized area.

The Superintendent knows of no research which indicates the superiority of one organizational pattern over another and consequently is not convinced that a change in the present broad pattern would increase the efficiency or the effectiveness of the Cambridge Public Schools. It is his conviction that in the final analysis the successful school is that which is staffed by the most capable men and women, not by the organizational pattern which is adopted.

The Superintendent and the members of the School Committee have observed the continuing increase in the work load resulting from the new programs which have made education, and the public schools in particular, the focus of all community programs. Improvements to our present facilities, and the planning and research essential in the building of our new schools will require additional man hours. The enactment of new laws effecting teacher negotiations will require additional time and effort. The marked increase in the results of research with their effect on curriculum, teaching techniques and instructional materials will increase each year.

Administrators are now at the stage that the pressures of the myriad details which must be handled expeditiously and efficiently leave little time for the more important research, planning and implementation of improvements.

If additional manpower is not made available in the administrative staff, schools will reach the saturation point where progress will not be possible. There is a limit to which the human mind and body can be extended.

The increase in the demands upon the Office of the Superintendent do require additional assistance if those demands are to be met promptly and effectively.

For the consideration of the School Committee the Superintendent proposes that there be established the position of a third Assistant Superintendent whose responsibilities would include:

(1) Research into all sources of funding from outside sources both private and non-private.

(2) Preparation of applications, submission thereof and budgetary supervision of those funded under (1).

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Calendar:

On motion by Mr. Duehay, seconded by Mr. Good, it was voted to place on the table subject to further report from the Superintendent, a report submitted by the Superintendent on the present system employed in ranking secondary school students, presented and made part of the minutes of April 4, 1967.

On motion by Mr. Olesen, seconded by Mr. Good, it was voted to place on the table a report presented by the Superintendent and set forth in detail in the minutes of the meeting of April 4, 1967 of a job description for the position of Master's Assistant, Elementary Schools.

Mrs. Ackermann moved, seconded by Mr. Solomons, that the report received from the Superintendent and set forth in detail in the minutes of the meeting of April 4, 1967 relative to the policy for raising standard for selecting teachers who are placed on tenure, be placed on file. On the following roll-call the motion to "place on file" failed of adoption: Mrs. Ackermann, Mr. Duehay and Mayor Hayes voting "Yea"; Mr. Fitzgerald, Mr. Good, Mr. Olesen and Mayor Hayes voting "Nay". On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was then voted that the report be placed on the table.

Awaiting Report:

Conforming to an order that he report on a communication from the teachers at High & Latin School relative to parking area at High & Latin School, the Superintendent reported that he had sent a copy of the protest to the Chief of Police and to the Superintendent of Public Works and the Superintendent feels that these two departments will give us as good service as possible consistent with employees available. On motion by Mr. Olesen, seconded by Mr. Solomons it was voted that this matter be referred to the Committee on Buildings & Grounds for report and recommendation.

NEW BUSINESS

There being no objection the chairman ordered placed on the 'calendar' a motion by Mr. Solomons, seconded by Mrs. Ackermann, that the City Manager recommend to the School Committee a procedure for acquiring land around school buildings where expansion is planned by the School Committee for educational and recreation purposes.

On motion by Mr. Duehay, seconded by Mr. Good, it was voted to convene in executive session.

Executive Session

The chairman ordered placed on the 'calendar' as required by the rules the Superintendent's recommendation that the following named persons be appointed provisional teachers in the Cambridge School Department:

School Committee
Cambridge, Massachusetts
RECOMMENDATIONS

April 18, 1967

Provisional

I hereby recommend the election of the persons named below to the schools and with the ranks indicated in each case to take effect on the date set opposite each name, and certify that these recommendations are in accordance with the rules of the School Committee.

Name of Teacher	Rank	Salary	To Take Effect
Nancy Crocker	Teacher (Kdg.)	$5600.00	September 1, 1967
Cele Kagan (Mrs.)	Teacher (Kdg.)	$5600.00	September 1, 1967
Carol Rodman (Mrs.)	Teacher (Kdg.)	$5600.00	September 1, 1967
Barbara J. Baca	Teacher (Prim.)	$5600.00	September 1, 1967
Ruth J. Barton	Teacher (Prim.)	$5600.00	September 1, 1967
Joyce Black (Mrs.)	Teacher (Prim.)	$6200.00	September 1, 1967
Fraidell Bramson	Teacher (Prim.)	$5600.00	September 1, 1967
Marsha E. Brown	Teacher (Prim.)	$5600.00	September 1, 1967
Susan L. Clarke	Teacher (Prim.)	$5600.00	September 1, 1967
Eileen Connor	Teacher (Prim.)	$5600.00	September 1, 1967
Carol Ann Dailey	Teacher (Prim.)	$5600.00	September 1, 1967
Marie Fitzgerald	Teacher (Prim.)	$5600.00	September 1, 1967
Helen A. King	Teacher (Prim.)	$5600.00	September 1, 1967
Marilyn L. G. King (Mrs..)	Teacher (Prim.)	$5600.00	September 1, 1967
Clare M. Meehan	Teacher (Prim.)	$5600.00	September 1, 1967
Joyce B. Patterson	Teacher (Prim.)	$5600.00	September 1, 1967
Janice K. Richard (Mrs.)	Teacher (Prim.)	$5600.00	September 1, 1967
Lucille Anne Thoma	Teacher (Prim.)	$5600.00	September 1, 1967
Marilyn A. White	Teacher (Prim.)	$5600.00	September 1, 1967
Lorraine Chanowitz	Teacher (Gr. 4-8)	$5600.00	September 1, 1967
Judyann C. Fegan	Teacher (Gr. 4-8)	$5600.00	September 1, 1967
James H. Keegan, Jr.	Teacher (Gr. 4-8)	$5600.00	September 1, 1967
Patricia N. Knight	Teacher (Gr. 4-8)	$6200.00	September 1, 1967
Christine M. Lavey	Teacher (Gr. 4-8)	$5,600.00	September 1, 1967
Anne Mapolson	Teacher (Gr. 4-8)	$5600.00	September 1, 1967
Catherine M. Moulson	Teacher (Gr. 4-8)	$5600.00	September 1, 1967

Paul J. Sullivan	Teacher (Gr. 4-8)	$5600.00	September 1, 1967
Rosemary Taylor	Teacher (Gr. 4-8)	$5600.00	September 1, 1967
Joyce Tyrseck	Teacher (Gr. 4-8)	$5600.00	September 1, 1967
Angela Belanger	Teacher	$5600.00	September 1, 1967
	(Elem. French)	$5600.00	September 1, 1967
Joyce Everett	Teacher (Special Educ.)	$6700.00	September 1, 1967
Joyce M. Morris	Teacher (Special Educ.)	$6100.00	September 1, 1967
Francine E. Lutsky	Teacher (Special Educ.)	$6100.00	September 1, 1967
Jeanne M. Dorba	Teacher (Special Educ.)	$6100.00	September 1, 1967
Patricia Ann Drake Mrs.	Teacher (Librarian)	$6200.00	September 1, 1967
Barbara Ann Boyle	Teacher (Home Economics)	$5600.00	September 1, 1967
Jo Ann Eustace	Teacher — High (English)	$5600.00	September 1, 1967
William J. Mangan	Teacher — High (English)	$6200.00	September 1, 1967
Susan D. Stewart	Teacher — High (English)	$5600.00	September 1, 1967
Roland C. Morrison	Teacher — High (Science)	$5600.00	September 1, 1967
Caroline M. Cunningham	Teacher — High (Mathematics)	$5600.00	September 1, 1967
John F. Downes, Jr.	Teacher — High (Mathematics)	$5600.00	September 1, 1967
Michael A. Efron	Teacher — High (Mathematics)	$6200.00	September 1, 1967
Janice L. Culp	Teacher — High (French)	$5600.00	September 1, 1967
Ann K. Lindsey (Mrs.)	Teacher — High (French)	$5600.00	September 1, 1967
Kathleen M. Tanner	Teacher — High (French)	$5600.00	September 1, 1967
Judith A. Davidson (Mrs.)	Teacher — High (German)	$6200.00	September 1, 1967
Marlene C. Pati	Teacher — High (Italian)	$5600.00	September 1, 1967
Charles K. Rogers	Teacher — High (Mechanical Drawing)	$5600.00	September 1, 1967
Edward L. Larson	Teacher — High (Music)	$5600.00	September 1, 1967

Qualifications: Recommended for appointment under the amended rules of the School Committee.

John M. Tobin
Superintendent of Schools

A petition was received from Peter P. Budryk, teacher at the High & Latin School, requesting that notwithstanding the fact that he does not have the required seven years as a teacher in the Cambridge School System, that he be granted sabbatical leave of absence. On motion by Mr. Fitzgerald, seconded by Mr. Olesen, it was voted that this matter be placed on file.

The Superintendent recommended that the School Adjustment Councilor be placed on the same salary schedule as Guidance Counselors at $400.00 over and above his present salary. Mr. Olesen moved, seconded by Mrs. Ackermann, that the rules be amended in accordance with the Superintendent's recommendation, effective January 1, 1967. The Chairman ordered the proposed amendment placed on the 'calendar' in accordance with the rules.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to reconvene in regular session.

On motion by Mr. Olesen, seconded by Mr. Good, it was voted to ratify and affirm the votes taken in executive session.

On motion by Mr. Duehay, seconded by Mrs. Ackermann, it was voted to adjourn;

ADJOURNED.

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(Official Report)

Tuesday, May 2, 1967

REGULAR MEETING:

Members present: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes.

Mayor Hayes in the chair.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to suspend the regular order of business for the purpose of proceeding to "Hearings".

Question came on the matter now on the table "Report on Analysis of Milk". The committee considered communications received from the Sunnyhurst Dairy and from Mr. Fred Smith of the Cambridge Health Department. At the conclusion of the hearing it was voted to adopt a motion by Mr. Fitzgerald, seconded by Mr. Solomons, that for the purpose of assuring adequate data on the quality of milk supplied to the Cambridge public schools, the Cambridge School Committee institute a sampling schedule of milk analyses, sampling frequency to be established as the program develops with a view of eventually establishing bi-weekly samplings.

The committee proceeded to a hearing on the matter of Guidance services in the Cambridge public schools and Ruth F. Boland, Director of the Bureau of Pupil Services and Richard T. Colgan, Assistant Director of the Bureau of Pupil Services in charge of Guidance Services, appeared to discuss this matter. At the conclusion of the hearing the committee extended their sincere thanks to Miss Boland and Mr. Colgan for appearing at this meeting.

The chair ordered the regular order of business resumed.

There being no objection the minutes of the regular meeting of April 18, 1967 be placed on the 'calendar' to be read.

There being no objection the chairman ordered placed on file a communication from the Mass. Association of School Committees relative to a dinner being given to the retiring Executive Secretary of the Association, Mr. Daniel Newman.

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted to accept with thanks an invitation extended by Cambridge Post 27, American Legion, to participate in the annual Memorial Day Exercises to be held on May 30 starting at 9:30 a. m. at City Hall.

SUPERINTENDENT OF SCHOOLS
(Reports and Recommendations)

The Superintendent reported that the Cambridge Emblem Club has offered a $100.00 Scholarship to a worthy and needy Rindge Technical School Student, who has been accepted to an accredited school of higher education, and a $100.00 Scholarship to a worthy and needy Cambridge High and Latin School Student, who has been accepted to an accredited school of higher education. The Superintendent recommended that these generous scholarships be accepted and that the School Committee express to the Cambridge Emblem Club their sincere thanks for their fine civic spirit of generosity. On motion by Mr. Solomons, seconded by Mr. Good, it was voted to adopt the Superintendent's recommendation.

The chairman ordered placed on the 'calendar' the Superintendent's recommendation that the following text books be approved for use in the Cambridge public schools:

Published by Street-Cleland-Earle—DRAFTING FUNDAMENTALS.

The Superintendent reported that Student Government Day will be observed this year on May 22 and our guests will be Milton High School and Cohasset High School. Arrangements have been made to have the City Council entertain the participants during the day and in the evening the School Committee will honor the guests at dinner at the Peabody School at 6 p. m.

The Superintendent reported that Myra H. Drooker, teacher at the Harrington School was married to Joel Martin Alfred on April 16, 1967 and her name will now appear on our records as Myra H. Alfred.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to accept the following resignations of teachers, effective on the date indicated:
Mrs. Karen L. Miselis, High & Latin School, — June 30, 1967.

Miss Susan Durfee, Peabody School, June 30, 1967.
Miss Anita C. Enberg, Roberts School, June 30, 1967.
Miss Brenda M. Joyce, Physical Education, June 30, 1967.
Mrs. Myra H. Alfred, Harrington School, May 1, 1967.

The Superintendent reported that on February 21, 1967 the School Committee authorized the participation of the Cambridge School Department in the Mass. plan for Basic Adult Education. At that time the 10% in kind contribution from the Cambridge School Department would be from the use of classrooms and equipment therein. The current rate of expansion of established programs and increased demands by other communities desiring grants to initiate programs necessitates a change in the present reimbursement ratio. All projects approved to operate in fiscal year 1968 will receive reimbursement on the basis of 90% of the total project cost. The school district must show matching funds in actual expenditures amounting to 10% of the total project cost, e.g., if Cambridge receives $10,000.00 in Federal monies, it must show documented evidence of having matched this amount with actual expenditures of $1,000.00 out of local funds. The 10% contribution from Cambridge School Department would amount to $1,398.98. The Superintendent recommends that the School Committee participate in this Plan and authorize a sum of $1,398.98 from School Department funds if the project is approved by the State Department of Education. On motion by Mr. Solomons, seconded by Mr. Olesen, it was voted on the following roll-call to adopt the Superintendent's recommendation: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea". On motion by Mr.Olesen, seconded by Mr. Good, it was voted to suspend the rules for the purpose of moving reconsideration at this meeting. A motion by Mr. Olesen, seconded by Mr. Good, to reconsider the vote adopting the Superintendent's recommendation, hoping same would not prevail, failed of adoption.

There being no objection the chairman ordered placed on the 'calendar' bids received for furnishing typewriters, mimeograph machines, overhead projectors, television sets, typewriters for Girls Vocational School and for ten portable Craig Reading Laboratories.

The Superintendent presented the following Educational Specifications for the proposed new Russell School and on motion by Mr. Solomons, seconded by Mr. Olesen, it was voted to adopt the report and recommendation as presented by the Superintendent:

April 25, 1967

SUBJECT: Educational Specifications for the New Russell-Haggerty School.

In any consideration of educational requirements for a new school, the Superintendent and the School Committee consider the population trends over the past five years; the anticipated trend over the foreseeable future; the experience drawn from the planning, construction and use of new schools built in the City of Cambridge in recent years; the anticipated educational trends; the concensus of the citizens in regard to the needs of the community; the fiscal position of the city.

An analysis of the records at the Russell and Haggerty Schools over the past five years indicates a reasonably stable pupil enrollment. However, our experience with the four new elementary schools constructed in the last ten years has shown the effect of each new school in attracting families with children to that neighborhood in transfers of children to the new public school who have been attending non-public schools, in attracting non-residents to request admission for their children. The latter has in every case caused the new schools to be taxed to the extent that special purpose rooms, such as science, home economics, library and the like, have been used as classrooms.

Examining the overall pupil enrollments in the public schools of Cambridge during the last ten years indicates very slight changes. A forecast of the Planning Board for the next ten years foresees only a slight increase.

The educational trend in class size in all schools has been downward. The citizens of Cambridge have supported that policy. The present rule of the Cambridge School Committee is that the optimum class size in grades Kdgn. through six is 26 and the maximum, 34. In grades 7 and 8 the optimum is 30 and the maximum is 38.

In the four new elementary schools in the City of Cambridge, constructed in the last ten years, with the support and at the urging of the citizens, there were provided in each separate auditoriums, cafeterias and gymnasiums; grouping of facilities in such a manner that those which lend themselves especially to after-school use by the community would be centrally located; extensive support for an expansion of the "hot lunch" program to all schools.

There continues in our City a well supported request for the "Community School" concept and for the immediate expansion of the "hot lunch" program to all existing schools.

The City Council and the City Manager has approved the construction of the Russell-Haggerty and two other new elementary schools as being within the fiscal limitations of the tax structure.

In designing the school to meet the educational requirements, the architect should consider the following in each case:

A. CLASSROOMS

1. General

Planning should include chalkboards and tackboards and one book unit for reference books which can be easily raised or lowered to meet any change in the grade assigned to a room. In the lower grades tackboard space should exceed chalkboard and book units should be standard for all rooms to permit ease of change between rooms. Locked cabinet and open shelf space with counter top should be provided. A closet for the teacher's personal effects and storage, a sink with provision for a drinking fountain, a ventilated wardrobe for pupils' outer garments, a clock, a television screen, electrical outlets at both front and rear, map rails, separate "on-off" switches for each row of lights, fireproof acoustical ceiling tile, effective shades to permit darkening of rooms for use of projectors.

2. Special

a. Remedial Reading

Extensive shelves for display of books and magazines. Furniture of varying heights to accommodate small groups of different age levels. Smaller in floor area because optimum number of each group would be 5.

b. Pre School and Kindergarten

Storage space to accommodate supplies and equipment such as trucks, tricycles, paper up to 12" x 18", etc.; furniture which will provide for individual work and for group use; entry to and exit from room on ground level; heating unit under floor; floor tile design to provide for games. Pre School classes with an optimum of 15 pupils and kindergarten classes with an optimum of 26 pupils will require large floor space because of nature of the instruction.

c. Retarded Children (3 Rooms)

(1) One room to provide a readiness class for children between the ages of 5½ and 8.

(2) One room to provide for a special class group of retarded children between the ages of 8 and 10.

(3) One room to provide for a special class group of retarded children between the ages of 11 and 14.

Optimum grouping will be limited to 15 pupils in each class for instruction in basic subjects. Children would make use of other specialized facilities of the new school such as the gymnasium, music rooms, science room, auditorium, cafeteria, language laboratory, Industrial Arts and Home Economics. Policy would be to have these pupils join with other pupils in specialized areas to the extent of each retarded pupil's capability. Adjacent toilet facilities should be provided for the room housing the youngest group. More extensive use of concrete objects and of audio-visual aids for instructional purposes would require more storage, more usable floor space and greater accessibility of electrical outlets than in the regular classrooms.

B. HOMEMAKING

Provision for instruction in sewing, dress making, food preparation, routine home care.

C. INDUSTRIAL ARTS

April 25, 1967

SUBJECT: Educational Specifications for the New Russell-Haggerty School.

In any consideration of educational requirements for a new school, the Superintendent and the School Committee consider the population trends over the past five years; the anticipated trend over the foreseeable future; the experience drawn from the planning, construction and use of new schools built in the City of Cambridge in recent years; the anticipated educational trends; the concensus of the citizens in regard to the needs of the community; the fiscal position of the city.

An analysis of the records at the Russell and Haggerty Schools over the past five years indicates a reasonably stable pupil enrollment. However, our experience with the four new elementary schools constructed in the last ten years has shown the effect of each new school in attracting families with children to that neighborhood in transfers of children to the new public school who have been attending non-public schools, in attracting non-residents to request admission for their children. The latter has in every case caused the new schools to be taxed to the extent that special purpose rooms, such as science, home economics, library and the like, have been used as classrooms.

Examining the overall pupil enrollments in the public schools of Cambridge during the last ten years indicates very slight changes. A forecast of the Planning Board for the next ten years foresees only a slight increase.

The educational trend in class size in all schools has been downward. The citizens of Cambridge have supported that policy. The present rule of the Cambridge School Committee is that the optimum class size in grades Kdgn. through six is 26 and the maximum, 34. In grades 7 and 8 the optimum is 30 and the maximum is 38.

In the four new elementary schools in the City of Cambridge, constructed in the last ten years, with the support and at the urging of the citizens, there were provided in each separate auditoriums, cafeterias and gymnasiums; grouping of facilities in such a manner that those which lend themselves especially to after-school use by the community would be centrally located; extensive support for an expansion of the "hot lunch" program to all schools.

There continues in our City a well supported request for the "Community School" concept and for the immediate expansion of the "hot lunch" program to all existing schools.

The City Council and the City Manager has approved the construction of the Russell-Haggerty and two other new elementary schools as being within the fiscal limitations of the tax structure.

In designing the school to meet the educational requirements, the architect should consider the following in each case:

A. CLASSROOMS

1. General

Planning should include chalkboards and tackboards and one book unit for reference books which can be easily raised or lowered to meet any change in the grade assigned to a room. In the lower grades tackboard space should exceed chalkboard and book units should be standard for all rooms to permit ease of change between rooms. Locked cabinet and open shelf space with counter top should be provided. A closet for the teacher's personal effects and storage, a sink with provision for a drinking fountain, a ventilated wardrobe for pupils' outer garments, a clock, a television screen, electrical outlets at both front and rear, map rails, separate "on-off" switches for each row of lights, fireproof acoustical ceiling tile, effective shades to permit darkening of rooms for use of projectors.

2. Special

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B. HOMEMAKING

Provision for instruction in sewing, dress making, food preparation, routine home care.

C. INDUSTRIAL ARTS

Provision for instruction in woodworking, plastics, light metal shaping, soldering, minor home repairs (such as wiring lamps, using small power tools, changing washers on water faucets, etc.)

D. LIBRARY

Shelving to accommodate maximum possible books, student carrels for individual study with some equipped for listening to music; four-speed phonographs and space for records; tables to seat pupils of different age levels.

Adjoining office with space for librarians, clerk-typist, and work space for book repair and storage of audio-visual equipment.

E. LANGUAGE LABORATORY

30 student carrels and master console with adjacent storage space for tapes and records. Suggest possibility of locating this facility adjacent to Library.

F. SCIENCE ROOM

(1) Laboratory:

Work tables and sinks with all utilities, one "hood", an emergency shower; provide for 30 students. Adjacent space for storage of chemicals and preparation and storage of projects. Locked cabinets around room for safekeeping and storage of equipment.

(2) Demonstration:

Equipped with teacher demonstration table and with student desk and chairs.

G. MUSIC ROOMS

Soundproofed for use in individual and small group instrumental instruction. Preferably adjacent to auditorium so that they can be used after school as Dressing Rooms.

H. AUDITORIUM

Fixed seats on sloping floor; deep stage with side curtains; dimmer board with colored lights; movie projection screen with motor to raise or lower as needed; small projection booth in rear for use with 16 m.m. educational films.

1. GYMNASIUM

(1) Grades 4-8

Motor driven folding door to permit separation into boys' and girls' sections; provision for corrective gym instruction; scoreboard; independent audio system; either sliding of fixed bleachers; storage for large equipment.

(2) Primary

Provide 2 teaching stations for physical education instruction consistent with grade levels Kindergarten thru Grade 3; storage space for small gym equipment.

J. LOCKER ROOMS AND SHOWERS

Lockers provide basket lockers for 600 students which can be recessed into storage space and locked.

Lockers for 80 students of size necessary to store clothing worn in school. Lockers for 50 adults of size to store outer and inner garments.

Individual dressing cubicles and enclosed showers for 40 females. Gang showers for males.

K. CAFETERIA

Equipped with folding table and chair units, water coolers, good natural light.

L. KITCHEN

To provide for storage of perishables and dry foods,loading platform and driveway for trucks, garbage disposal, proper ventilation.

Sufficient to provide for preparing lunches for pupils at the Russell-Haggerty and at the Haggerty School.

Small apartment style kitchen and storage for use by adult groups after school hours.

Floor plan provide for movement to truck loading platform of mobile trucks and units to transport food to other school noted.

M. GENERAL PURPOSE ROOM

Designed for use with group of varying sizes up to maximum of 60. Will provide for large group instruction in basic subjects, choral practice and orchestra practice, art instruction, audio-visual room, small after school meeting room.

N. ART ROOM

Natural lighting to greatest possible extent. Storage facilities for art supplies.

As a guide in planning, the chart which follows details the number and type of facilities required; the approximate floor space of each unit and any special considerations:

Number Required	**TYPE**	**Floor Space of each unit**	
3	Special Class Room	1,000 sq. ft.	2 with adjacent toilets
1	Pre School	1,000 sq. ft.	with adjacent toilets
4	Kindergarten	1,200 sq. ft.	with adjacent toilets and storage
5	Grade 1	1,050 sq. ft.	with adjacent toilets
5	Grade 2	960 sq. ft.	
4	Grade 3	960 sq. ft.	
4	Grade 4	960 sq. ft.	
4	Grade 5	960 sq. ft.	
3	Grade 6	960 sq. ft.	
3	Grade 7	960 sq. ft.	
3	Grade 8	960 sq. ft.	
1	Remedial Reading	600 sq. ft.	
1	Homemaking Room	1,800 sq. ft.	
1	Industrial Arts	1,800 sq. ft.	
1	Library	3,000 sq. ft.	with adjacent office and workroom and with space for storage and issuance of audio-visual equipment and mater-

			ials
1	Science Laboratory	1,500 sq. ft.	with adjacent project area
1	Science Demonstration	960 sq. ft.	
2	Music Practice Room	108 sq. ft.	
1	Health Suite	1,000 sq. ft.	with common waiting room and separate offices for doctor, dentist and nurse
1	Administration Suite	1,200 sq. ft.	with Master's Office, outer office with provision for secretary, storage space, conference room and toilet.
1	Guidance Suite	600 sq. ft.	with 2 Counselor's Offices and outer office
1	Auditorium	2,500 sq. ft.	to seat 300
1	Cafeteria	2,400 sq. ft.	to seat 250
1	Kitchen	2,400 sq. ft.	with provision for preparation of hot lunches for Haggerty School.
1	Locker Room and showers, Gymnasium—Gr. 4-8	6,000 sq. ft.	with separate facilities for community use
1	Gymnasium (Primary Grades)	1,800 sq. ft.	
1	Language Laboratory	1,200 sq. ft.	with adjacent storage space
3	Teachers' Rooms		Each room designed to provide work space, shelving for reference books and magazines, small unit for light food storage and preparation, and toilet facility. One room for women teachers in pre-school thru grade 3. One room for women teachers in grades 4-8. One room for men teachers in grades 4-8.
1	Office for Custodians	200 sq. ft.	Provided with shower, toilet and clothes storage lockers
1	General Purpose Room	1,500 sq. ft.	Provide for music and art instruction with storage space for supplies and equipment
1	Office for Matron and/or Janitress	100 sq. ft.	Provision for clothes storage
1	Art Room	1,000 sq. ft.	Provide for natural light and storage of art supplies
1	Music Room	1,200 sq. ft.	Provide for storage space for music and instruments with some attention to soundproofing
Number Required	**TYPE**	**Floor Space of each unit**	

There are certain general considerations which should be considered:

1. Classrooms should be planned with soundproofed partitions which will provide the necessary flexibility for large, intermediate and small group instruction.

2. The buildings shall be planned compactly on an urban scale to utilize the tract efficiently.

3. Basic utilities should provide a reasonable safety factor for expansion.

4. Facilities which would be used after school hours should be grouped in one unit which could be closed off from the rest of the school.

5. Zone heating should be included.

6. The administrative offices, the health suite, the guidance offices, the Library, the Conference Room, the Cafeteria, the Auditorium, the Gymnasium, the Industrial Arts Room, and the Home Economics Room should be centrally located.

7. Consideration should be given to providing separate sections with adjacent play areas for kindergarten, primary grades and upper grades.

8. The installation of a burglar alarm system, a fire detection system and/or a sprinkler system and unbreakable window glass shall be required.

9. The appearance of the building must receive consideration.

10. Materials which require a minimum of maintenance should be used on the inner walls and floors.

11. Air conditioning as part of the ventilating and heating system shall be installed since the school year and the use of school buildings extends more and more over a twelve-month period.

12. Consideration should be given to incorporating in the design of the school provisions for its use as a shelter in the overall planning for Civil Defense.

The educational specifications detailed in the presentation are not complete in every detail. They are intended to provide the architect with the basic overall requirements as a framework within which he will have freedom to present his recommendations for consideration and for final approval.

John M. Tobin
Superintendent of Schools

The Superintendent presented a proposal for Cambridge and Harvard Joint Participation in the National Teacher Corps through a Teacher Training Program in Reading and recommended that the School Committee approve the proposal. On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation.

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Calendar:

There being no objection the chairman ordered the matter of assignment of members to represent the School Committee at the various graduations, referred to executive session.

On motion by Mr. Fitzgerald, seconded by Mrs. Ackermann, it was voted to lay on the table the proposed amendment to the rules that a third Assistant Superintendents position be established in accordance with the recommendation of the Superintendent: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald and Mr. Solomons voting "Yea"; Mr. Good, Mr. Olesen and Mayor Hayes voting "Nay".

On motion by Mr. Good, seconded by Mr. Duehay, it was voted on the following roll-call to adopt the Superintendent's recommendation, presented at the meeting of April 18, 1967, that the following persons be elected provisonally as teachers in the Cambridge School System: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea". On motion by Mr. Good, seconded by Mr. Solomons, it was voted to suspend the rules for the purpose of moving reconsideration at this meeting. A motion by Mr. Good, seconded by Mr. Solomons, to reconsider the vote adopting the Superintendent's recommendation on appointment of teachers (hoping same would not prevail) failed of adoption:

School Committee
Cambridge, Massachusetts
RECOMMENDATIONS

April 18, 1967

Provisional

I hereby recommend the election of the persons named below to the schools and with the ranks indicated in each case to take effect on the date set opposite each name, and certify that these recommendations are in accordance with the rules of the School Committee.

Name of Teacher	Rank	Salary	To Take Effect
Nancy Crocker	Teacher (Kdg.)	$5600.00	September 1, 1967
Cele Kagan (Mrs.)	Teacher (Kdg.)	$5600.00	September 1, 1967
Carol Rodman (Mrs.)	Teacher (Kdg.)	$5600.00	September 1, 1967
Barbara J. Baca	Teacher (Prim.)	$5600.00	September 1, 1967
Ruth J. Barton	Teacher (Prim.)	$5600.00	September 1, 1967
Joyce Black (Mrs.)	Teacher (Prim.)	$6200.00	September 1, 1967
Fraidell Bramson	Teacher (Prim.)	$5600.00	September 1, 1967
Marsha E. wrown	Teacher (Prim.)	$5600.00	September 1, 1967
Susan L. Clarke	Teacher (Prim.)	$5600.00	September 1, 1967
Eileen Connor	Teacher (Prim.)	$5600.00	September 1, 1967
Carol Ann Dailey	Teacher (Prim.)	$5600.00	September 1, 1967
Marie Fitzgerald	Teacher (Prim.)	$5600.00	September 1, 1967
Helen A. King	Teacher (Prim.)	$5600.00	September 1, 1967
Marilyn L. G. King (Mrs.)	Teacher (Prim.)	$5600.00	September 1, 1967
Clare M. Meehan	Teacher (Prim.)	$5600.00	September 1, 1967
Joyce B. Patterson	Teacher (Prim.)	$5600.00	September 1, 1967
Janice K. Richard (Mrs.)	Teacher (Prim.)	$5600.00	September 1, 1967
Lucille Anne Thoma	Teacher (Prim.)	$5600.00	September 1, 1967
Marilyn A. White	Teacher (Prim.)	$5600.00	September 1, 1967
Lorraine Chanowitz	Teacher (Gr. 4-8)	$5600.00	September 1, 1967
Judyann C. Fegan	Teacher (Gr. 4-8)	$5600.00	September 1, 1967
James H. Keegan, Jr.	Teacher (Gr. 4-8)	$5600.00	September 1, 1967
Patricia N .Knight	Teacher (Gr. 4-8)	$6200.00	September 1, 1967
Christine M. Lavey	Teacher (Gr. 4-8)	$5600.00	September 1, 1967
Anne Mapolson	Teacher (Gr. 4-8)	$5600.00	September 1, 1967
Catherine M. McGrath	Teacher (Gr. 4-8)	$5600.00	September 1, 1967

Salary	To Take Effect	Name of Teacher	Rank
Paul J. Sullivan	Teacher (Gr. 4-8)	$5600.00	September 1, 1967
Rosemary Taylor	Teacher (Gr. 4-8)	$5600.00	September 1, 1967
Joyce Tyrsecn	Teacher (Gr. 4-8)	$5600.00	September 1, 1967
Angela Belanger	Teacher (Elem. French)	$5600.00	September 1, 1967
Joyce Everett	Teacher (Special Educ.)	$6700.00	September 1, 1967
Joyce W. Morris	Teacher (Special Educ.)	$6100.00	September 1, 1967
Francine E. utsky	Teacher (Special Educ.)	$6100.00	September 1, 1967
Jeanne M. Dorba	Teacher (Special Educ.)	$6100.00	September 1, 1967
Patricia Ann Drake (Mrs.)	Teacher (Librarian)	$6200.00	September 1, 1967
	(Form Economics)	$5600.00	September 1, 1967
Barbara Ann Boyle	Teacher	$5600.00	September 1, 1967
Jo Ann Eustace	Teacher — High (English)	$6200.00	September 1, 1967
William J. Mangan	Teacher — High (English)	$5600.00	September 1, 1967
Susan D. Stewart	Teacher — High (English)	$5600.00	September 1, 1967
Roland C. Morrison	Teacher — High (Science)	$5600.00	September 1, 1967
Caroline M. Cunningham	Teacher — High (Mathematics)	$5600.00	September 1, 1967
John F. Downes, Jr.	Teacher — High (Mathematics)	$6200.00	September 1, 1967
Michael A. Efron	Teacher — High (Mathematics)	$5600.00	September 1, 1967
Janice L. Culp	Teacher — High (French)	$5600.00	September 1, 1967
Ann . Lindsey (Mrs.)	Teacher — High		
Ann K. Lindsey (Mrs.)	Teacher — High (French)	$5600.00	September 1, 1967
Kathleen M. Tunner	Teacher — High (French)	$6200.00	September 1, 1967
Judith A. Davidson (Mrs.)	Teacher — High (German)	$5600.00	September 1, 1967
Marlene C. Pati	Teacher — High (Italian)	$5600.00	September 1, 1967
Charles K. Rogers	Teacher — High (Mechanical Drawing)	$5600.00	September 1, 1967
Edward L. Larson	Teacher — High (Music)		

Recommended for appointment under the amended rules of the School Committee.

John M. Tobin
Superintendent of Schools

On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the proposed amendment to the salary schedule as of the Superintendent: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald and Mr. Solomons voting "Yea"; Mr. Good, Mr. Olesen and Mayor Hayes voting "Nay".

On motion by Mr. Good, seconded by Mr. Duehay, it was voted on the following roll-call to adopt the Superintendent's recommendation, presented at the meeting of April 18, 1967, that the following persons be elected provisonally as teachers in the Cambridge School System: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea". On motion by Mr. Good, seconded by Mr. Solomons, it was voted to suspend the rules for the purpose of moving reconsideration at this meeting. A motion by Mr. Good, seconded by Mr. Solomons, to reconsider the vote adopting the Superintendent's recommendation on appointment of teachers (hoping same would not prevail) failed of adoption:

School Committee
Cambridge, Massachusetts
RECOMMENDATIONS

April 18, 1967

Provisional

I hereby recommend the election of the persons named below to the schools and with the ranks indicated in each case to take effect on the date set opposite each name, and certify that these recommendations are in accordance with the rules of the School Committee.

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Marlene C. Pati	Teacher — High (Italian)	$5600.00	September 1, 1967
Charles K. Rogers	Teacher — High (Mechanical Drawing)	$5600.00	September 1, 1967
Edward L. Larson	Teacher — High (Music)		

Recommended for appointment under the amended rules of the School Committee.

John M. Tobin
Superintendent of Schools

On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the proposed amendment to the salary schedule as recommended by the Superintendent that the salary for the position of School Adjustment Counselor be placed on the salary schedule for Guidance Counselors, $400.00 over teacher's salary, effective January 1, 1967: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea". On motion by Mr. Good, seconded by Mr. Solomons, it was voted to suspend the rules for the purpose of moving reconsideration at this meeting. A motion by Mr. Good, seconded by Mr. Solomons to reconsider the foregoing vote (hoping same would not prevail) failed of adoption.

Tabled Matters:

On motion by Mr. Olesen, seconded by Mrs. Ackermann, it was voted to take from the table a report and recommendation presented by the Superintendent at the meeting of April 4, 1967 on the policy for raising standards for selecting teachers who are placed on tenure. On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted to adopt the Superintendent's report as set forth in detail below and adopt the recommendations contained therein:

April 4, 1967

——— IN SCHOOL COMMITTEE ———

ORDERED: (3/7/67)—"That the Superintendent study and recommend to the School Committee a policy for raising the standards for selecting those teachers who are placed on tenure after three years service, so that only those of outstanding excellence will be given tenure."

In compliance with the School Committee Order of March 7, 1967 the Superintendent respectfully submits the following report:

The Superintendent has attempted to make very evident that he regards the classroom teacher as the cornerstone of this school system. As a result, as members of the School Committee must be aware, much time of the professional staff members is devoted to the overall recruitment program of this system. The attempt to attract the best possible teachers to this system goes on continuously. Both Assistant Superintendents are constantly recruiting. In addition, the Board of Examiners works for several weeks each year in evaluating superior people for this system. It is the Superintendent's firm conviction that this time consuming program has been effective. Cambridge has a quality teaching force.

Moreover, the recruitment program does not end with the signing of a contract. Every effort of this system is then given to the new teacher that potential may become reality; that the ability discerned by the Board of Examiners may be developed. From the first Master's meeting of the year until the last the Superintendent reminds the administrators to visit classrooms regularly, to consult and advise teachers on how to improve instruction.

It is true, however, that no system is infallible. Despite the efforts of the Board of Examiners and the supervision of administrators there are occasions when a new teacher does not meet our standards. In these cases the teacher is encouraged to resign, even to seek other kinds of work or a different focus of educational effort. This policy prevents a permanent failure for the individual for voluntary withdrawal is less damaging in the long run to a career than a dismissal. There has been more than one occasion when a teacher who did not have success in the classroom found himself in research or in a related field. A dismissal might well have made it impossible for the teacher to have this opportunity.

The term "outstanding excellence" causes the Superintendent some concern. As has been reported very serious effort is made to attract those of superior potential to this system. With guidance these teachers do grow. It is difficult, however, to maintain that "outstanding excellence" is achieved in each case. It is his conviction that no unsatisfactory teacher is ever recommended for tenure; it is further his belief that the teachers on tenure are well above average in professional competency and dedication.

On a personal note the Superintendent would hope that the time will never come to this system when tenure will be used as a weapon either to decrease budget commitments through replacements or to initiate a modified, if false, merit system. The Superintendent recommends, therefore, that the present teacher selection and tenure policy be reaffirmed by the School Committee.

John M. Tobin
Superintendent of Schools

On motion by Mr. Olesen, seconded by Mr. Good, it was voted to take from the table the proposed amendment to the rules that a third Assistant Superintendents position shall be established in accordance with the recommendation of the Superintendent. Mr. Olesen, moved, seconded by Mr. Good, that the proposed amendment be adopted. On motion by Mr. Olesen, seconded by Mr. Good, it was voted to amend the proposed amendment to the rules by striking out in the paragraph entitled "qualifications" the words "a business administrator and the repair and maintenance of buildings" and substituting therefore the words "and in Administration" so that the paragraph in its entirety shall read—"Qualifications: (1) Masters Degree in Education or in Business Administration. (2) Experience as a teacher and in Administration". Mr. Solomons is recorded as voting "Nay" on the amendment. On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to further amend the proposed amendment to the rules by adding "(3) Demonstrated enthusiasm and ability for Working with community groups." On the following roll-call it was then voted to adopt the proposed amendment to the rules as presented at the meeting of April 18, 1967 and further amended at this meeting and set forth in its entirety below: Mr. Fitzgerald, Mr. Good, Mr. Olesen, and Mayor Hayes voting "Yea"; Mr. Duehay voting "Nay"; Mrs. Ackermann and Mrs. Solomons "Present":

The rules of the Cambridge School Committee be and the same hereby are amended by establishing a position of a third Assistant Superintendent of Schools, the duties and responsibilities for said position being as follows:

1. Research into all sources of funding from outside sources both private and non-private.
2. Preparation of applications, submission thereof and budgetary supervision of those funded under (1).
3. Coordination with all community groups in the planning and the implementation of projects for which sources outside the School Department will provide funding.
4. Provide coordination by all administrative personnel in the preparation of the annual budget.

5. Prepare plans and specifications for all authorized purchases, structural improvement and preventive maintenance.

6. Establish and maintain an efficient inventory control and supply system.

7. Establish and maintain an efficient system for the processing of requisitions and purchase orders, and for the prompt payment of bills.

8. Sign all approved requisitions and purchase orders.

9. Establish and supervise the proper preparation of all payrolls.

10. Properly prepare and finalize all contracts.

11. Supervise the proper maintenance of all financial records.

12. Establish procedures for safeguarding all checks or cash which are the responsibility of the department.

13. Coordinate with the other Assistant Superintendents in all matters of mutual concern.

14. Supervise the Business Agent, the Supervisor of Custodians and the Supervisor of Cafeterias in the performance of their duties.

15. Perform other related duties as required by the Superintendent.

QUALIFICATIONS:

1. Masters Degree in Education or in Business Administration.
2. Experience as a teacher and in Administration.
3. Demonstrated enthusiasm and ability for working with community groups.

SALARY:

As established on the salary ratio schedule for the position of Assistant Superintendent of Schools.

LENGTH OF EMPLOYMENT:

A twelve-month contract.

Awaiting Report:

Conforming to an order that he report on the communication from the Morse PTA, the Superintendent informed the committee that he has had a conference with their committee from the Morse PTA and it was agreed that they would try out one project with boys in the woodworking group and they have agreed to postpone action on this project until the Fall. On motion by Mr. Olesen, seconded by Mr. Good, it was voted to adopt the Superintendent's report.

NEW BUSINESS

On motion by Mr. Good, seconded by Mr. Olesen, it was voted that the Cambridge School Committee extend its sincere congratulations to William F. X. Linskey, athletic trainer for the Cambridge public schools on his election to the Helms Hall Athletic Trainers Hall of Fame. Mr. Linskey was among five renowned trainers who were selected by the Los Angeles Sports Shrine.

It was unanimously voted that Whereas, the Cambridge School Committee, while attending the National School Boards Convention at Portland, Oregon, April 25, 1967 was privileged to hear a delightful program of choral music presented by the Cleveland High School A Capella Choir and "The Clevelandaires", a smaller group chosen from the choir, therefore be it Ordered: That the Cambridge School Committee extend its sincere commendation to the Cleveland High School A Capella Choir of Portland, Oregon, its Director of Vocal Music, Mr. E. Bruce Johnson, the principal of the Cleveland High School, Mr. Clifford Skinner, and the Superintendent of the Portland, Oregon School System, for the charming and harmonious concert of early to present day popular songs presented by the choir and gratefully records its appreciation of this splendid and inspiring program.

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted that the Superintendent present his recommendation to the School Committee as to how much additional clerical help will be necessary so that guidance personnel can be relieved of all clerical duties.

On motion by Mr. Fitzgerald, seconded by Mr. Olesen, it was voted to convene in executive session.

On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted to accept with thanks an invitation extended by the Peabody School PTA to attend their annual Bazaar to be held on Saturday, May 13, 1967 on the school premises.

Mr. Fitzgerald moved, seconded by Mr. Good, that pending qualifying examination by Civil Service for the position of Chief Supervisor of Attendance, that Richard M. Nixon, Supervisor of Attendance, be appointed to temporarily fill this position at the salary established for the job. Mrs. Ackermann placed objection against action at this meeting and the chairman ordered the motion placed on the 'calendar' in accordance with the rules.

On motion by Mr. Olesen, seconded by Mr. Good, it was voted on the following roll-call that any members of the School Committee who accompanied the Rindge Technical School Relay Track Team to the Penn Relays at Philadelphia, Penna., on Saturday, April 29, 1967, shall be reimbursed for expenses incurred up to a sum not to exceed $175.00, said sum to be charged to the Special Athletic Fund: Mrs. Ackermann, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Duehay "Absent". On motion by Mr. Fitzgerald it was voted to suspend the rules for the purpose of moving reconsideration at this meeting.

A motion by Mr. Fitzgerald, seconded by Mr. Good, to reconsider the foregoing vote (hoping same would not prevail) failed of adoption.

On motion by Mr. Fitzgerald, seconded by Mr. Olesen, it was voted to suspend the rules for the purpose of taking action on a petition received from Chester H. Hall, teacher in the Art Department assigned to Rindge Technical School for leave of absence without loss of salary because of severe illness. On motion by Mr. Fitzgerald, seconded by Mr. Olesen, it was voted on the following roll-call that Mr. Hall be granted leave of absence without loss of salary from March 29, 1967 through April 14, 1967 because of illness: Mrs. Ackermann Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

The Superintendent recommended that the following teachers, having successfully completed the requirements under which their appointments were conditioned, be reelected for a period of one year effective September 1, 1967, and the chairman ordered the recommendation placed on the 'calendar' as required by the rules:

I hereby recommend the election of the persons named below to the schools and with the ranks indicated in each case to take effect on the date set opposite each name, and certify that these recommendations are in accordance with the rules of the School Committee.

May 2, 1967

Re-Elected

Name of Teacher	**Rank**	**Salary**	**To Take Effect**
School—Houghton			
Mrs. Sue M. Maxwell	Teacher (Kdg.)	$5800.00	September 1, 1967
School—Morse			
Louise T. Mayo	Teacher (Kdg.)	$5800.00	September 1, 1967
School—Webster			
Mrs. Elaine Daniels Snider	Teacher (Kdg.)	$5800.00	September 1, 1967
School—Russell			
Mrs. Patricia Roh Aldrich	Teacher (I)	$5800.00	September 1, 1967
School—Longfellow			
Susan E. Barnes	Teacher (III)	$5800.00	September 1, 1967
School—Harrington			
Mrs. Ann Young Shulman	Teacher (III)	$5800.00	September 1, 1967
Georgia Cupas	Teacher (V)	$5800.00	September 1, 1967
School—Roberts			
Joan M. McKeon	Teacher (IV)	$5800.00	September 1, 1967
School—Russell			
Ellen P. Quirk	Teacher (V)	$6400.00	September 1, 1967
School—Peabody			
Elaine M. Schultz	Teacher (IV)	$5800.00	September 1, 1967
School—Webster			
June H. Traibman	Teacher (IV)	$6400.00	September 1, 1967
School—Thorndike			
Mrs. Elizabeth Kurosaka	Teacher (Special Class)	$6900.00	September 1, 1967
School—Webster			
Judith C. Mullins	Teacher Special Class)	$6300.00	September 1, 1967
School—Longfellow			
Margaret V. Wagner	Teacher Special Class)	$6900.00	September 1, 1967
School—Elementary			
Natalie A. Gratovich	Teacher (Music)	$5800.00	September 1, 1967
Bureau of Pupil Services			
Mrs. Susan Shuman Weiner	Teacher (Speech)	$5800.00	September 1, 1967
School—High and Latin			
Mrs. Carolyn Salto Demita	Teacher (English)	$5800.00	September 1, 1967
Mrs. Laura N. Jacobs	Teacher (Science)	$6400.00	September 1, 1967

Name of Teacher	Rank	Salary	To Take Effect
Manuela D. Maistrellis	Teacher (French)	$5800.00	September 1, 1967
Mrs. Mary Ann Frisoli Morganti	Teacher (English)	$5800.00	September 1, 1967
Linda M. Turner	Teacher (Mathematics)	$6400.00	September 1, 1967
School—Rindge			
Francis G. McCarthy	Teacher (English)	$5800.00	September 1, 1967

Qualifications: The above teachers qualified as a result of having successfully completed the requirements under which their appointments were conditioned. Statement of qualifications submitted separately to the members of the School Committee.

John M. Tobin
Superintendent of Schools

The chairman ordered placed on the 'calendar' as required by the rules of the School Committee the Superintendent's recommendation that the applicants whose names are set forth below be elected teachers (provisional and permanent) in the Cambridge School System with the ranks indicated to take effect September 1, 1967:

I hereby recommend the election of the persons named below to the schools and with the ranks indicated in each case to take effect on the date set opposite each name, and certify that these recommendations are in accordance with the rules of the School Committee.

May 2, 1967

Permanent

Name of Teacher	Rank	Salary	To Take Effect
Patricia Ann Porio	Teacher (Kdg.)	$6000.00	September 1, 1967
Mrs. Rosemary A. Bay	Teacher (Prim.)	$5800.00	September 1, 1967
Mrs. Shawna M. Muller	Teacher (Prim.)	$6100.00	September 1, 1967
Marjorie Gatchall	Teacher (Gr. 4-8)	$7600.00	September 1, 1967
Genda V. DiFiglia	Teacher (Gr. 4-8)	$6400.00	September 1, 1967
Brenda E. Corcoran	Teacher (Gr. 4-8)	$6200.00	September 1, 1967
Maryann E. Sheehan	Teacher (Gr. 4-8)	$5600.00	September 1, 1967
Olivia C. Grant	Teacher (Gr. 4-8)	$5600.00	September 1, 1967
Lawrence G. Driscoll	Teacher (Gr. 4-8)	$6100.00	September 1, 1967
Mrs. Ellen A. Brantlinger	Teacher (Special Class)	$7500.00	September 1, 1967
Mrs. Kathryn C. Gabbard	Teacher (Special Class)	$6900.00	September 1, 1967
Mrs. Mary M. Collins	Teacher (Special Class)	$6100.00	September 1, 1967
Anthony J. Hyde	Teacher (Music-Instrumental)	$6200.00	September 1, 1967
School—Cambridge High and Latin			
Janet Ann Emery	Teacher (English)	$5600.00	September 1, 1967

Qualifications: Candidates qualified as a result of the National Teacher Examinations, reported by the Board of Examiners of the Cambridge School conditioned, be reelected for a period of one year effective September 1, 1967, and the chairman ordered the recommendation placed on the 'calendar' as required by the rules:

I hereby recommend the election of the persons named below to the schools and with the ranks indicated in each case to take effect on the date set opposite each name, and certify that these recommendations are in accordance with the rules of the School Committee.

May 2, 1967

Re-Elected

Name of Teacher	Rank	Salary	To Take Effect
School—Houghton			
Mrs. Sue M. Maxwell	Teacher (Kdg.)	$5800.00	September 1, 1967
School—Morse			
Louise T. Mayo	Teacher (Kdg.)	$5800.00	September 1, 1967
School—Webster			
Mrs. Elaine Daniels Snider	Teacher (Kdg.)	$5800.00	September 1, 1967
School—Russell			
Mrs. Patricia Roh Aldrich	Teacher (I)	$5800.00	September 1, 1967
School—Longfellow			
Susan E. Barnes	Teacher (III)	$5800.00	September 1, 1967
School—Harrington			
Mrs. Ann Young Shulman	Teacher (III)	$5800.00	September 1, 1967
Georgia Cupas	Teacher (V)	$5800.00	September 1, 1967
School—Roberts			
Joan M. McKeon	Teacher (IV)	$5800.00	September 1, 1967
School—Russell			
Ellen P. Quirk	Teacher (V)	$6400.00	September 1, 1967
School—Peabody			
Elaine M. Schultz	Teacher (IV)	$5800.00	September 1, 1967
School—Webster			
June H. Traibman	Teacher (IV)	$6400.00	September 1, 1967
School—Thorndike			
Mrs. Elizabeth Kurosaka	Teacher (Special Class)	$6900.00	September 1, 1967
School—Webster			
Judith C. Mullins	Teacher Special Class)	$6300.00	September 1, 1967
School—Longfellow			
Margaret V. Wagner	Teacher Special Class)	$6900.00	September 1, 1967
School—Elementary			
Natalie A. Gratovich	Teacher (Music)	$5800.00	September 1, 1967
Bureau of Pupil Services			
Mrs. Susan Shuman Weiner	Teacher (Speech)	$5800.00	September 1, 1967
School—High and Latin			
Mrs. Carolyn Salto Demita	Teacher (English)	$5800.00	September 1, 1967
Mrs. Laura N. Jacobs	Teacher (Science)	$6400.00	September 1, 1967

Name of Teacher	Rank	Salary	To Take Effect
Manuela D. Maistrellis	Teacher (French)	$5800.00	September 1, 1967
Mrs. Mary Ann Frisoli Morganti	Teacher (English)	$5800.00	September 1, 1967
Linda M. Turner	Teacher (Mathematics)	$6400.00	September 1, 1967
School—Rindge			
Francis G. McCarthy	Teacher (English)	$5800.00	September 1, 1967

Qualifications: The above teachers qualified as a result of having successfully completed the requirements under which their appointments were conditioned. Statement of qualifications submitted separately to the members of the School Committee.

John M. Tobin
Superintendent of Schools

The chairman ordered placed on the 'calendar' as required by the rules of the School Committee the Superintendent's recommendation that the applicants whose names are set forth below be elected teachers (provisional and permanent) in the Cambridge School System with the ranks indicated to take effect September 1, 1967:

I hereby recommend the election of the persons named below to the schools and with the ranks indicated in each case to take effect on the date set opposite each name, and certify that these recommendations are in accordance with the rules of the School Committee.

May 2, 1967

Permanent

Name of Teacher	Rank	Salary	To Take Effect
Patricia Ann Porio	Teacher (Kdg.)	$6000.00	September 1, 1967
Mrs. Rosemary A. Bay	Teacher (Prim.)	$5800.00	September 1, 1967
Mrs. Shawna M. Muller	Teacher (Prim.)	$6100.00	September 1, 1967
Marjorie Gatchall	Teacher (Gr. 4-8)	$7600.00	September 1, 1967
Genda V. DiFiglia	Teacher (Gr. 4-8)	$6400.00	September 1, 1967
Brenda E. Corcoran	Teacher (Gr. 4-8)	$6200.00	September 1, 1967
Maryann E. Sheehan	Teacher (Gr. 4-8)	$5600.00	September 1, 1967
Olivia C. Grant	Teacher (Gr. 4-8)	$5600.00	September 1, 1967
Lawrence G. Driscoll	Teacher (Gr. 4-8)	$6100.00	September 1, 1967
Mrs. Ellen A. Brantlinger	Teacher (Special Class)	$7500.00	September 1, 1967
Mrs. Kathryn C. Gabbard	Teacher (Special Class)	$6900.00	September 1, 1967
Mrs. Mary M. Collins	Teacher (Special Class)	$6100.00	September 1, 1967
Anthony J. Hyde	Teacher (Music-Instrumental)	$6200.00	September 1, 1967
School—Cambridge High and Latin			
Janet Ann Emery	Teacher (English)	$5600.00	September 1, 1967

Qualifications: Candidates qualified as a result of the National Teacher Examinations, reported by the Board of Examiners of the Cambridge School

Department. Statement of qualifications submitted separately to the Members of the School Committee.

Provisionals

Name of Teacher	Rank	Salary	To Take Effect
Marcia Ann Quick	Teacher (Gr. 4-8)	$5600.00	September 1, 1967
Jane F. Sullivan	Teacher (Art) Elementary	$5600.00	September 1, 1967
Charlyn Buss	Teacher (French) Elementary	$6200.00	September 1, 1967

Qualifications: Recommended for appointment under the amended rules of the School Committee.

John M. Tobin
Superintendent of Schools

On motion by Mr. Fitzgerald, seconded by Mr. Olesen, it was voted to reconvene in regular session.

On motion by Mr. Duehay, seconded by Mrs. Ackermann, it was voted to ratify and affirm the votes taken in executive session.

On motion by Mrs. Ackermann, seconded by Mr. Good, it was voted to adjourn;

ADJOURNED.

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(Official Report)

Tuesday, May 16, 1967

REGULAR MEETING:

Members present: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes.

Mayor Hayes in the chair.

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to suspend the regular order of business for the purpose of proceeding to "Hearings".

Paul G. Feloney, Architect for the proposed new Putnam-Thorndike School, having discussed tentative schematic drawings of the new school with the School Committee, it was voted on motion by Mr. Fitzgerald, seconded by Mr. Solomons that the tentative schematic drawings of the proposed new Putnam-Thorndike School, as presented by Paul G. Feloney, Architect, and Smith, Sellew and Doherty, Consulting Architects, be and the same hereby are approved subject to presentation to the School Committee by the architects of the final detailed plans and specifications of the design development for this new school.

The Superintendent presented a report on project "Follow Through" and Mr. Spencer MacDonald, planning director, discussed at length this proposed new federal program in elementary education. At the conclusion of the hearing Mr. Duehay moved, seconded by Mr. Solomons, that the Cambridge School Department be and hereby is authorized to participate in applying for a planning grant for Project Follow Through in accordance with the Superintendent's recommendation contained in the following report presented by the Superintendent under date of May 12, 1967 and entitled "Report on Project Follow Through". An amendment by Mr. Olesen, seconded by Mr. Good, to strike out the words "Harvard Graduate School of Education" wherever they appear in the report, failed of adoption on the following roll-call: Mr. Olesen voting "Yea"; Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons and Mayor Hayes voting "Nay". On the following roll-call it was then voted to adopt Mr. Duehay's main motion: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Olesen voting "Nay".

May 12, 1967

REPORT ON PROJECT FOLLOW THROUGH

The Cambridge School Department has been invited to be one of about 100 school systems in the country to apply for a grant under a new federal program in elementary education. The new program is called Project Follow Through, and it is designed to develop and strengthen programs of early education for all children by placing special emphasis on children who have participated in Head Start Projects. A representative of the School Department attended a meeting on May 10th with officials of the Office of Economic Opportunity and the Office of Education where the requirements for participating in Project Follow Through were discussed. A summary of the most important features of the new program follows:

1. Thirty Pilot Programs: Of the 100 school systems that were invited to apply, 30 will be selected as pilot locations for Project Follow Through.
2. Beginning dates for Pilot Projects: Project Follow Through will begin in two phases: (a) Planning phase—1 July, 1967—14 September, 1967. (b) Operational phase—15 September, 1967 through 30 June, 1968.
3. Funding: Cambridge could qualify for a planning grant of about $10,000, and an operational grant of about $100,000.00 The "local share" requirement for the city would probably not exceed 15% of the total federal grant, and could consist of either cash or in kind contributions.
4. Application and Approval Dates: The invited school systems are required to submit proposals to the Office of Education by 30 May. Notification of approval or rejection will be made by O. E. between 15 and 30 June. Planning funds will be available on 1 July. Funding for the planning phase is virtually a guarantee that the operational phase will be funded. Thus, the timing appears as follows:
   Apply — 30 May.
   Notification — 15-30 June.
   Planning Funds Available — 1 July (through 15 Sept.)
   Operational Funds Available — 15 Sept. (through 30 June, '68).
5. Project Control: School Departments are the only agencies which may apply for Follow Through Grants, and all Funds for approved projects come directly to the Local Education Agency. At the same time, it has been made very clear that approval of applications will depend largely on the willingness and the ability of the LEA to collaborate closely with other agencies and institutions that can strongly assist in improving educational programs in early education. Clearly then, while the LEA controls the project, it must be able to effect a constructive partnership between Cambridge teachers and administrators, agencies such as the Department of Public Health, university specialists in early education and local Child Development Program better known as the Head Start Program in Cambridge. It is very clear that the Office of Education hopes that all parties will make special efforts to place the welfare of the children first and constructive partnerships will replace exclusiveness and jurisdictional disputes.

Conversations have already been held with the Director of the Cambridge Head Start Program, with the Coordinator of Child Health Services and with representatives of the Boston College Graduate School of Education, the Boston University Head Start Evaluation Center, the Harvard Graduate School of Education and of Wheelock College. All parties have responded positively to the thought of a collaborative Follow Through Project with the Cambridge School Department. It is appropriate, then, that the School Committee consider this matter with a view toward authorizing the submission of a formal application to the Office of Education that would give Cambridge the opportunity to participate in Project Follow Through.

The Superintendent recommends that the School Committee authorize the participation of the Cambridge School Department in applying for a planning grant for Project Follow Through.

John M. Tobin
Superintendent of Schools

The chairman ordered the regular order of business resumed.

Question came on approval of the minutes of the regular meetings of April 18, 1967 and May 2, 1967. Mr. Olesen called attention to Page 2, Paragraph 2 of the minutes of May 2, 1967 and noted that the date for Student Government Day should be May 22 rather than May 27. On motion by Mr. Solomons, seconded by Mr. Good, it was voted to approve the minutes of April 18, 1967 as presented and to approve the minutes of May 2, 1967 as corrected.

On motion by Mr. Fitzgerald, seconded by Mr. Good, it was voted to make part of the minutes the following communication from the Division of Civil Service:

May 3, 1967

Edward J. O'Connell, Secretary
Cambridge School Committee
1700 Cambridge Street
Cambridge, Mass.

Dear Sir:

In accordance with your request, authority is given for the promotion of Richard J. Nixon, Jr., Supervisor of Attendance, to the position of Chief Supervisor of Attendance, subject to a promotional qualifying examination, under the provisions of General Laws, Chapter 31, Sec. 15, Paragraph A, as amended, inasmuch as Mr. Nixon is the second oldest employee in length of service, has been employed for over three years in the next lower grade, and has a seniority date of December 23, 1946.

Arrangements will be made to hold this examination at the earliest possible date.

Very truly yours,
/s/ W. Henry Finnegan
Director of Civil Service

On motion by Mrs. Ackermann, seconded by Mr. Good, it was voted that Edward J. Culhane, Head Coach of Basketball at Rindge Technical School, be granted permission to attend the All American Basketball Clinic at Kutchers Country Club, Monticello, New York on June 26 to June 29, 1967 at a cost not to exceed $75.00, said sum to be provided from the Special Athletic Fund: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted to accept the resignation of Jacqueline Wescott, teacher in the English Department of the High & Latin School and presently on Maternity Leave of Absence.

On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted to refer to the Sub-committee on Buildings & Grounds a communication from the City Manager enclosing a petition of Mrs. Helen Elliot pertaining to the fence on the Webster School Grounds.

There being no objection the chairman ordered referred to "Reports of Committees" a communication from the City Manager transmitting a report from the Division of Fire Prevention concerning a fire which occurred at the Kelley School, said communication to be considered when the report of the Committee on Buildings & Grounds is presented.

SUPERINTENDENT OF SCHOOLS
(Reports and Recommendations)

The Superintendent reported the marriage of Maureen Allenberg, teacher at the Houghton School to Anthony S. Petronio and her name will now appear on our records as Maureen Petronio; of Margaret L. Bakey, teacher at the Haggerity School, to Ralph H. Bibeau and her name will now appear on our records as Margaret L. Bibeau.

The chairman ordered placed on the 'calendar' as required by the rules, the Superintendent's recommendation that the following text books be approved for use in the Cambridge public schools:
PUBLISHED BY McGRAW HILL BOOK CO.
Applications of Electronics, by Grob & Kiver, Gr. 12.

The Superintendent reported that the total entitlement approved under P. L. 874 for the fiscal year ending June 30, 1967 amounted to $87,211.00 and that he was in receipt of a check for $65,408.00 representing 75% of the total amount approved.

The chairman ordered placed on the 'calendar' as required by the rules a proposed amendment to the rules as recommended by the Superintendent that the following tuition rates for non-resident pupils shall be effective September 1, 1967; and shall apply only to students enrolling for the first time on the effective date:

	Present Rate	**Effective Sept. 1, 1967**
Kindergarten	$150.00	$250.00
Grades 1 through 8	200.00	350.00
High & Latin School	350.00	450.00
Rindge Technical School	400.00	550.00
Girls' Vocational School	300.00	575.00
Boys' Vocational School	200.00	575.00

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to accept the resignation of Mary Ann (Frisoli) Morganti, teacher at the High & Latin School, effective May 31, 1967.

The Superintendent reported that the following persons who were appointed teachers at the meeting of April 18, 1967 have declined their appointment and on motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to accept their declinations:

Marie Fitzgerald, Primary Grades.
Rosemary Taylor, Grammar Grades.
Barbara A. Boyle, Elementary Home Economics.

Carol A. Dailey, Primary Grades.
Ann K. Lindsey, French, Secondary Schools.
Joyce Tyrseck, Grammar Grades.
Edward Larson, Music.
Kathleen M. Tanner, French, Secondary Schools.

REPORTS OF COMMITTEES

Mr. Fitzgerald, chairman of the sub-committee on Buildings & Grounds, presented a report of his committee, together with a communication from the City Manager transmitting a report from the State Division of Fire Prevention relating to a fire at the old Kelley School. On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted on the following roll-call to approve the report of the Committee on Buildings & Grounds, set forth in detail below, and adopt the recommendations contained therein: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea":

BUILDINGS & GROUNDS

Monday, May 15, 1967

Present: Mr. Fitzgerald, Chairman,
Mr. Duehay

It was voted to recommend that the City Manager be requested to report to the School Committee prior to or at the first regular meeting in June 1967, as to the status of the proposed new Putnam-Thorndike School, the proposed new Houghton School and the proposed new Russell School; to what extent has the architects proceeded on these projects and when may the School Committee expect to see the plans; what action, if any, has been taken to make available the areas needed for the construction of these new schools.

Your sub-committee has in the recent past, given considerable consideration to the old Kelley School and has suggested that this building might be renovated to accommodate pupils of school districts which are having new buildings erected or to house a new modern vocational school and to eventually turn the school building over to the city with a recommendation that it be used as a youth center. Although your sub-committee has had no official notice, it is our understanding that the City Manager has employed the services of an engineer to determine the cost of rehabilitating the old Kelley School but to date we have received no report from the City Manager on this matter. For reasons beyond our control or knowledge there have been repeated fires set in this building, and rather than continue this building in its present dangerous state and subject the residents of this neighborhood to this constant fire hazard your sub-committee recommends that the old Kelley School be released to the City of Cambridge for the express purpose of razing this building as recommended by the City Manager.

It was voted to recommend that Vandalarm Security Systems of Newton be requested to survey the Roberts School, the Webster School and the Business Department of the High & Latin School for the purpose of determining the cost and feasibility of installing alarm systems in these locations.

Respectfully submitted,
James F. Fitzgerald,
Chairman

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Calendar:

On motion by Mr. Fitzgerald, seconded by Mr. Good, it was voted to adopt the text books recommended by the Superintendent at the meeting of May 2, 1967.

On motion by Mr. Fitzgerald, seconded by Mrs. Ackermann, it was voted to lay on the table bids presented at the meeting of May 2, 1967 for furnishing typewriters for High & Latin; mimeograph machines; overhead projectors; television sets; typewriters for Girls' Vocational School; ten portable Craig Reading Laboratories.

Mr. Fitzgerald asked and received unanimous consent to withdraw his motion presented at the meeting of May 2, 1967 "That pending qualifying examination by Civil Service for the position of Chief Supervisor of Attendance, Richard M. Nixon, Supervisor of Attendance, be appointed to temporarily fill this position at the salary established for the job."

On motion by Mr. Duehay, seconded by Mr. Fitzgerald, it was voted on the following roll-call, that the following named teachers, having successfully completed the requirements under which their appointments were conditioned, be re-elected for a period of one year from September 1, 1967: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea":

May 2, 1967

I hereby recommend the election of the persons named below to the schools and with the ranks indicated in each case to take effect on the date set opposite each name, and certify that these recommendations are in accordance with the rules of the School Committee.

Re-Elected

Name of Teacher	Rank	Salary	To Take Effect
School—Houghton			
Mrs. Sue M. Maxwell	Teacher (Kdg.)	$5800.00	September 1, 1967
School—Morse			
Louise T. Mayo	Teacher (Kdg.)	$5800.00	September 1, 1967
School—Webster			
Mrs. Elaine Daniels Snider	Teacher (Kdg.)	$5800.00	September 1, 1967
School—Russell			
Mrs. Patricia Roh Aldrich	Teacher (I)	$5800.00	September 1, 1967
School—Longfellow			
Susan E. Barnes	Teacher (III)	$5800.00	September 1, 1967
School—Harrington			
Mrs. Ann Young Shulman	Teacher (III)	$5800.00	September 1, 1967
Georgia Cupas	Teacher (V)	$5800.00	September 1, 1967
School—Roberts			
Joan M. McKeon	Teacher (IV)	$5800.00	September 1, 1967

Name of Teacher	Rank	Salary	To Take Effect
School—Russell			
Ellen P. Quirk	Teacher (V)	$6400.00	September 1, 1967
School—Peabody			
Elaine M. Schultz	Teacher (IV)	$5800.00	September 1, 1967
School—Webster			
June H. Traibman	Teacher (IV)	$6400.00	September 1, 1967
Mrs. Elizabeth	Teacher		
School—Thorndike			
Kurosaka	(Special Class)	$6900.00	September 1, 1967
School—Webster			
Judith C. Mullins	Teacher Special Class)	$6300.00	September 1, 1967
School—Longfellow			
Margaret V. Wagner	Teacher Special Class)	$6900.00	September 1, 1967
School—Elementary			
Natalie A. Gratovich	Teacher (Music)	$5800.00	September 1, 1967
Bureau of Pupil Services			
Mrs. Susan Shuman Weiner	Teacher (Speech)	$5800.00	September 1, 1967
School—High and Latin			
Mrs. Carolyn Salto Demita	Teacher (English)	$5800.00	September 1, 1967
Mrs. Laura N. Jacobs	Teacher (Science)	$6400.00	September 1, 1967
Manuela D. Maistrellis	Teacher (French)	$5800.00	September 1, 1967
Mrs. Mary Ann Frisoli Morganti	Teacher (English)	$5800.00	September 1, 1967
Linda M. Turner	Teacher (Mathematics)	$6400.00	September 1, 1967
School—Rindge			
Francis G. McCarthy	Teacher (English)	$5800.00	September 1, 1967

Qualifications: The above teachers qualified as a result of having successfully completed the requirements under which their appointments were conditioned. Statement of qualifications submitted separately to the members of the School Committee.

John M. Tobin
Superintendent of Schools

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the Superintendent's recommendation, presented at the meeting of May 2, 1967, that the persons named below be appointed teachers in the Cambridge School Department at the salary indicated, for a period of one year from September 1, 1967: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea". The rules having been suspended, a motion by Mrs. Ackermann, seconded by Mr. Good, to reconsider the foregoing vote (hoping same would not prevail) failed of adoption:

I hereby recommend the election of the persons named below to the schools and with the ranks indicated in each case to take effect on the date set opposite each name, and certify that these recommendations are in accordance with the rules of the School Committee.

Permanent

Name of Teacher	Rank	Salary	To Take Effect
Patricia Ann Porio	Teacher (Kdg.)	$6000.00	September 1, 1967
Mrs. Rosemary A. Bay	Teacher (Prim.)	$5800.00	September 1, 1967
Mrs. Shawna M. Muller	Teacher (Prim.)	$6100.00	September 1, 1967
Marjorie Gatchall	Teacher (Gr. 4-8)	$7600.00	September 1, 1967
Genda V. DiFiglia	Teacher (Gr. 4-8)	$6400.00	September 1, 1967
Brenda E. Corcoran	Teacher (Gr. 4-8)	$6200.00	September 1, 1967
Maryann E. Sheehan	Teacher (Gr. 4-8)	$5600.00	September 1, 1967
Olivia C. Grant	Teacher (Gr. 4-8)	$5600.00	September 1, 1967
Lawrence G. Driscoll	Teacher (Gr. 4-8)	$6100.00	September 1, 1967
Mrs. Ellen A. Brantlinger	Teacher (Special Class)	$7500.00	September 1, 1967
Mrs. Kathryn C. Gabbard	Teacher (Special Class)	$6900.00	September 1, 1967
Mrs. Mary M. Collins	Teacher (Special Class)	$6100.00	September 1, 1967
Anthony J. Hyde	Teacher (Music-Instrumental)	$6200.00	September 1, 1967
School—Cambridge High and Latin			
Janet Ann Emery	Teacher (English)	$5600.00	September 1, 1967

Qualifications: Candidates qualified as a result of the National Teacher Examinations, reported by the Board of Examiners of the Cambridge School Department. Statement of qualifications submitted separately to the Members of the School Committee.

Provisionals

Name of Teacher	Rank	Salary	To Take Effect
Marcia Ann Quick	Teacher (Gr. 4-8)	$5600.00	September 1, 1967
Jane F. Sullivan	Teacher (Art) Elementary	$5600.00	September 1, 1967
Charlyn Buss	Teacher (French) Elementary	$6200.00	September 1, 1967

Qualifications: Recommended for appointment under the amended rules of the School Committee.

John M. Tobin
Superintendent of Schools

Tabled Matters:

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to take from the table the Superintendent's report on the present system employed in ranking secondary school students, spread in its entirety in the minutes of the meeting of April 4, 1967. On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that this report be placed on the 'calendar' for consideration at the next meeting.

NEW BUSINESS

There being no objection the chairman ordered placed on the 'calendar' a motion by Mr. Duehay, seconded by Mr. Solomons, that the position of Assistant Superintendent of Schools be declared vacant as of May 16, 1967;

that the Superintendent of Schools take suitable action to search out capable educators both within and outside the Cambridge School Department who qualify for the post under the rules of the School Committee and to encourage them to apply for the position by:

a) advertising the position widely to all Cambridge school teachers and administrative personnel;

b) notifying professional education placement offices of the existing vacancy;

c) causing notices to be inserted in appropriate teachers' and administrators' professional journals well in advance of the closing date for application;

—that there be a period of at least 10 weeks between the first announcement of the position by the Superintendent and the closing date for applications, during which time applications can be received and the above mentioned notices posted; that after the Superintendent of Schools has received all applications, he shall notify the School Committee and arrange for them to interview applicants.

On motion by Mr. Good, seconded by Mrs. Ackermann, it was voted that the School Committee, being aware of the great importance of the ability of man to express his ideas, the Superintendent of Schools is requested to investigate the possibility of including in the curriculum for all members of the Senior Classes at both Cambridge High & Latin School and Rindge Technical School a course in Public Speaking and to report to the School Committee his findings not later than June 20, 1967.

Mr. Solomons moved, seconded by Mrs. Ackermann, that the present Francis T. McCabe Trophy Room situated in Rindge Technical School be redesigned to serve as a multi-purpose room which shall include (a) a trophy room, (b) a meeting place for Rindge Alumni, and (c) a faculty conference room. On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to refer the motion to the Committee on Buildings & Grounds for consideration.

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted that in accordance with the long-range building program of the School Committee, and to assist the city to make a realistic long-range capital improvements budget, the School Committee requests the City Manager to hire architects skilled in modern school building to make studies of the following school buildings: High & Latin School, Roberts School, Longfellow School and Webster School, in order to determine (1) the extent of modernization possible and advisable within each building; (2) the educational specifications of the additions or new buildings which would be necessary to develop each school into a modern plant; (3) the amount of additional land; if any, which would be desirable at each site.

The chairman ordered placed on the 'calendar' as required by the rules a motion by Mr. Olesen, seconded by Mr. Good, to amend the rules of the School Committee by substituting the fourth Tuesday, June 27, 1967 as the time for the second regular meeting in June, and eliminating the third Tuesday, June 20, 1967.

Mr. Olesen moved, seconded by Mr. Good that applications for the newly established position of Assistant Superintendent of Schools shall be filed with the Secretary of the School Committee and the final date for filing shall be at the close of business on June 1, 1967; and, further, that the Secretary of the School Committee shall include copies of all applications with the Agenda for the regular meeting to be held on June 6, 1967. Mr. Duehay objected to action at this meeting and the chairman ordered the motion placed on the 'calendar' as required by the rules.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to convene in executive session.

Executive Session

On motion by Mr. Fitzgerald, seconded by Mr. Good, it was voted on the following roll-call to authorize payment of a bill for medical expenses in the sum of $48.00 incurred by Steven Boyd, student at Waltham Senior High School by reason of an accident suffered in a basketball game between Waltham High and Rindge Technical School, said sum to be charged to the Special Athletic Fund: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

A petition was received from Henry Preston, junior building custodian assigned to the Longfellow School requesting leave of absence without loss of salary because of illness. On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted that this petition be referred to the Superintendent for study and report, said report to contain a statement from Mr. Preston's physician as to diagnosis and prognosis.

On motion by Mr. Olesen, seconded by Mr. Good, it was voted on the following roll-call that Mary Rafferty McCarthy, teacher at the Thorndike School, be granted leave of absence without loss of salary because of illness for twenty-nine sessions between March 21 and April 12, 1967, totaling $609.00, except that the sum of $341.00 received by Mrs. McCarthy by reason of disability insurance be deducted from the amount of salary lost, for a total payment of $268.00: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

The chairman ordered placed on the 'calendar' the Superintendent's recommendation that the following persons be elected teachers in the Cambridge School Department at the salary indicated in each case, for a period of one year from September 1, 1967:

Permanent:

Jeanette V. Gaynor	Primary Grades	$6200.00 per yr.
Mary Joan Scully	English, High & Latin	$5800.00 per yr.

Provisional:

Rebekah L. Hoffman	Primary Grades	$5600.00 per yr.
Marilyn K. Growowski	Home Economics	$5600.00 per yr.
Pauline P. Demetri	French, High School	$5600.00 per yr.
Joanne C. Goldner	French, High School	$6200.00 per yr.
Joanne L. Junor	French, High School	$5600.00 per yr.
Kathleen A. Rykoski	Home Economics, High	$5600.00 per yr.

On motion by Mr. Olesen, seconded by Mr. Fitzgerald, it was voted to reconvene in regular session.

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to ratify and affirm the votes taken in executive session.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to adjourn;

ADJOURNED.

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(Official Report)

Tuesday, June 6, 1967

Regular Meeting:

Members present: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes.

Mayor Hayes in the chair.

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to suspend the regular order of business for the purpose of hearing Mr. James Anderson, Director of Music, relative to new band uniforms. Mr. Anderson appeared and showed the committee various types of band uniforms. At the conclusion of the hearing Mr. Solomons moved, seconded by Mr. Olesen, to adopt the 16 oz. wool serge maroon uniform with white overlay. It was voted to adopt an amendment to the motion by Mrs. Ackermann, seconded by Mr. Good by adding the words "subject to a poll of the present members of the combined high school bands.

The chairman ordered the regular order of business resumed.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to approve as presented the minutes of the regular meeting of May 16, 1967 and the special meeting of May 28, 1967.

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to accept with thanks an invitation extended by the Thorndike School PTA to attend a reception in honor of Miss Caroline Butler, teacher, retiring after fifty years of service.

On motion by Mr. Olesen, seconded by Mr. Good, it was voted to accept the resignation of Anne W. Dexter, effective Sept. 1, 1966. (Mrs. Dexter is presently on maternity leave of absence).

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted that Helen T. Ryan, junior clerk assigned to the business office, be granted leave of absence without loss of salary on July 19, 20, 21, 1967 for the purpose of attending the National Conference of School Secretaries to be held at Pennsylvania State University, University Park, Pennsylvania.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to make part of the minutes the following communication from the Committee on Community Schools:

90 Washington Elms
Cambridge, Mass.
May 20, 1967

The Cambridge School Committee
Mr. Edward J. O'Connell
Secretary to the School Committee
1700 Cambridge Street
Cambridge, Massachusetts
Dear School Committee Members:

On last Friday each of the members of the School Committee received copies of the "Report on Community Schools" prepared for the

Cambridge Council of Parent-Teacher Associations by its Committee on Community Schools. This report was written, compiled, and produced by well over two hundred people from all parts of Cambridge. We think it is an exceptionally fine job of accurate and responsible reporting on the part of a volunteer group of concerned citizens.

One of the things which seemed to come clear in the preparation of the report was the fact that the idea of community schools is right in line with much of what the School Committee has been saying and the School Department has been doing for quite some time. It is our strong hope that you will find this report helpful and that you will be able in the near future to give it serious and formal consideration.

Yours sincerely,
John Gairachty
(The Rev.) Carl Edwards,
Co-chairmen of the Committee on
Community Schools

On motion by Mr. Olesen, seconded by Mr. Good, it was voted on the following roll-call to approve the promotion of Josephine L. Beck from School Cafeteria Helper to School Cafeteria Cook as authorized by the Department of Civil Service, and that the communication from Civil Service be made part of the minutes: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea":

Division of Civil Service

May 24, 1967

Edward J. O'Connell, Secretary
School Committee
Cambridge, Mass.

Dear Sir:

In accordance with your request, authorization is hereby given for the promotion of Josephine L. Beck from Cafeteria Helper to School Cafeteria Cook at $79.59 per week. Kindly forward the effective date of her employment. (Civil Service notified effective date to be May 1, 1967).

Very truly yours,
/s/ Winifred T. Cremens
Administrative Assistant

The Secretary presented a certified civil service list of persons eligible to fill one position of School Cafeteria Helper, Permanent, full time at a salary of $57.04 per week. On motion by Mr. Fitzgerald, seconded by Mr. Good, it was voted on the following roll-call to appoint the first person on the list, Helen A. Bosworth, effective June 7, 1967: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

On motion by Mr. Good, seconded by Mrs. Ackermann, it was voted on the following roll-call that John W. Noble, Jr., head coach of football at High & Latin School be granted permission to attend the annual football coaches clinic at Kutchers Country Club in Monticello, New York from June 26 to June 29, 1967 and that he be reimbursed in the sum of $75.00 to cover expenses, said sum to be charged to the Special Athletic Fund: Mrs. Ackermann, Mr. Duchay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

On motion by Mr. Olesen, seconded by Mr. Good, it was voted that Frank L. Dunn, teacher at the Fletcher School, be granted Military Leave of Absence without loss of salary from June 10, through June 23, 1967 for the purpose of attending the Ordnance Officer Conventional Material Refresher Course at Aberdeen Proving Grounds, Maryland.

On motion by Mr. Solomons, seconded by Mr. Good, it was voted to make part of the minutes the following communication from the Charles River Power Squadron:

Charles River Power Squadron

May 18, 1967

Edward J. O'Connell, Secretary
Cambridge School Committee
1700 Cambridge Street
Cambridge, Massachusetts

Dear Mr. O'Connell:

On behalf of the Executive Board of the Charles River Power Squadron, I would like to thank both you and the Cambridge School Committee for again allowing us to use the Rindge classrooms this past year.

As you know, our organization offers free courses to the public in small boat handling as well as more advanced courses in boat navigation.

Without the use of the classrooms, we could not provide these courses; consequently, we are very grateful to you and the Committee and we sincerely appreciate your letting us use Rindge.

Sincerely,
Charles River Power Squadron
Paul Watkins,
Secretary

There being no objection the chairman ordered placed on file a communication from the family of Vincent F. Conroy, thanking the committee for their kind expression of sympathy at the time of Mr. Conroy's death in Viet Nam.

It was unanimously agreed to refer to 'calendar' a communication from the Cambridge Teachers Association inviting the committee to dinner on June 29 for the purpose of discussing the procedures to be followed for negotiations of a new contract.

There being no objection the chairman ordered referred to 'calendar' communications from the City Manager relating to bids received for renovating the Haggerty School, long-range capital improvements in the High & Latin, Roberts, Longfellow and Webster schools, and the matter of a recommendation for procedure to acquire land around school buildings where expansion is planned.

It was unanimously agreed to suspend the regular order of business for the purpose of hearing the City Manager on the renovation of the Haggerty School. The City Manager appeared and discussed the matter at length. At the conclusion of the hearing it was voted on the following roll-call to adopt a motion by Mr. Good, seconded by Mr. Solomons, that the City Manager be authorized to make whatever renovations and repairs are necessary at the Haggerty School and which can be accomplished during the summer; and, further, that the City Manager, the Superintendent of Schools and the Superintendent of City Buildings be empowered to confer for the purpose of implementing the proposed renovations to the Haggerty School: Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mrs. Ackermann voting "Nay".

The chairman ordered the regular order of business resumed.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to lay on the table communications received from the City Manager (previously referred to 'calendar') relating to long-range capital improvements in the High & Latin, Roberts, Longfellow and Webster Schools, and the matter of a recommendation for procedure to acquire land around school buildings where expansion is planned.

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted to place on the table a communication from the City Manager relative to the release of the old Kelley School to the city by the School Committee.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to make part of the minutes the following communication from the City Manager attaching letters from the architects on the progress of the school building program and, further, that the City Manager be requested to inform the School Committee as to what progress has been made on land taking:

City of Cambridge

May 29, 1967

Mr. Edward J. O'Connell
Secretary of the School Committee
1700 Cambridge Street
Cambridge, Massachusetts

Dear Mr. O'Connell:

As a follow-up to a School Committee Order dated May 16, 1967, making inquiry of our architects concerning the status of our new schools, I would like to acquaint you with the information which we have received.

I am taking the liberty of enclosing photocopies of the replies of Huson Jackson of the firm of Sert, Jackson and Associates; Paul G. Feloney; and Maurice F. Childs of the firm of Sasaki, Dawson, DeMay Associates, Inc. I believe that the individual letters are self-explanatory, and I respectfully submit them.

Yours truly,
John H. Corcoran
Assistant City Manager

Sert, Jackson and Associates

May 26, 1967

Mr. John H. Corcoran
Assistant City Manager
City Hall
Cambridge, Massachusetts

Dear Mr. Corcoran:

We have your letter of May 24th enclosing the School Committee's Order of May 16th.

Schematic designs for the Houghton School were completed and submitted on April 3, 1967. These were approved and we were instructed to proceed with design development. The design development stage is now approximately three-quarters complete and should be fully completed by the middle of June.

Assuming that design development is approved without delay, we expect to complete working drawings and specifications by approximately November 1, 1967.

We have no information regarding any action taken to make the site areas available for the Houghton School, but I presume you are fully informed of this matter.

Sincerely,
Sert, Jackson and Associates
Huson Jackson

Paul G. Feloney, AIA, Architect

May 27, 1967

Mr. John H. Corcoran
Assistant City Manager
City Hall
Cambridge, Massachusetts

Dear Mr. Corcoran:

The following material is in response to your letter of May 24, requesting information on the status of the Putnam-Thorndike School.

According to the contract for architectural services, the project is divided into the following phases.

1. Schematic Design
2. Design Development
3. Construction Documents
4. Building Construction.

The School Building Assistance Commission is interested in seeing architectural material at only two stages, which they call "Preliminary Drawings" and completed Construction Documents. The Preliminary Drawings required by SBAC in my judgment are actually well developed Schematics or early Design Development Drawings; in other words, an in-between stage of the material required by my contract with the City.

On Tuesday, May 16, we presented Schematic Drawings to the School Committee, which accepted them as "tentative schematic drawings" and voted approval subject to further presentation of more detailed material.

On Thursday, May 25, we presented the same material and some additional development work to Mr. Domas of SBAC. This was an informal review, and aside from some suggestions for rearranging several of the rooms, Mr. Domas seemed to be quite satisfied with the scope and arrangement of the various facilities.

We are therefore developing our plans to the point where they can be submitted to the School Committee at its final meeting on June 20 or 27 and immediately thereafter to SBAC. At this point we will be asking for formal approval by the School Committee and the City Manager of Schematic Design, and by SBAC of Preliminary Drawings.

This would clear the way for us to spend the summer on Design Development and perhaps make some progress on Construction Documents. When the School Committee reconvenes, we will make a presentation of the Design Development Stage and ask for formal approval of that stage.

Assuming smooth progress, a crash program might complete Construction Documents by the end of 1967. I suggest it would be wiser, in view of the extent of the architectural work remaining to be done, and winter construction conditions, to aim for a construction start in early 1968.

The last item on the School Committee Order is a matter of land taking to which I am unable to contribute any information.

Very truly yours,
Paul G. Feloney, AIA

May 24, 1967

Office of the City Manager
City of Cambridge
City Hall
Cambridge, Massachusetts

Attn. Mr. John Corcoran

RE: Russell School

Gentlemen:

We are writing to report that meeting with the Superintendent of Schools has taken place and we are now able to give a rough estimate of the time necessary to complete the above named project. We predict the project will be ready for bidding by the Spring of 1968, that construction should begin in the summer of 1968, and that completion should take place by the summer of 1970. It seems reasonable to us to expect occupancy of the school in September of 1970.

Naturally this is a very tentative schedule which we will be able to make more specific as many of the official actions and approvals come about.

Very truly yours,
Maurice F. Childs

May 31, 1967

Office of the City Manager
City Hall
City of Cambridge
Cambridge, Massachusetts

Attn. Mr. John Corcoran

RE: Russell School

Gentlemen:

We are writing in reply to your letter of 24 May, 1967, in which you enclosed a copy of a School Committee Order, requesting a report on progress on the above named project.

We are presently developing site plan and building plan concepts. In the parlance of our contract this is known as the Schematic Design Phase. We have met with Mssrs. Tobin, Conley and Hockman on educational programming, with Mr. Cowles on recreation needs for the entire site, and with Mssrs. McClennen and Rudolph on traffic and approach problems. We are also in the process of collecting data from the City Engineering Department on site utilities.

As for when the School Committee may expect to see the plans, we look forward to presenting the Preliminary Drawings, for their approval sometime in the late Fall. However, we hope to have the opportunity of showing work in progress to the Sub-Committee on Buildings and Grounds by the latter part of the Summer.

Regarding land acquisition, on our site this pertains to the City-Owned land presently leased to Porter Chevrolet Company. We assume, unless technical requirements indicate otherwise, that your office would repossess that parcel at least by the beginning of construction.

If you have any further questions on this please feel free to contact us.

Very truly yours,
Maurice F. Childs

SUPERINTENDENT OF SCHOOLS

(Reports and Recommendations)

The Superintendent reported the death, on June 5, 1967 of Viola M. Driscoll, a member of the faculty of the High & Latin School since 1936 who has been on sick leave of absence for the past few years. On motion by Mr. Good, seconded by Mr. Solomons, it was voted to observe a moment of silence in memory of Miss Driscoll and that the secretary convey to Miss Driscoll's family the committee's sincere sorrow upon learning of her death.

On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted to adopt the Superintendent's recommendation that the contract between Cambridge Economic Opportunity Committee and the Cambridge School Department for the sponsorship of summer Head Start Classes be and the same hereby is approved.

On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted to adopt the Superintendent's recommendation that Wheelock College be granted permission to use space in the Morse School to operate a demonstration Head Start program to be used in the training of Head Start personnel from the Virgin Islands, from 8:30 a. m. to 4:30 p. m. week days from June 26 through August 11, 1967; Wheelock College to assume all costs including custodial service.

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to place on file a communication from Paul F. Mahoney, Project Director for the After School centers relative to their enrichment exhibit in the windows of the Cambridge Savings Bank and that Mr. Mahoney and the Cambridge Savings Bank be thanked for the excellent display.

On motion by Mr. Solomons, seconded by Mr. Olesen, it was voted on the following roll-call to adopt a recommendation of the Business Manager, concurred in by the Superintendent, that in addition to sums previously appropriated, the following amounts be appropriated to the accounts indicated:

TO:

PL864	D-9	Educational and Recreational	$5,100.65
PL864	D-18	Textbooks	1,231.58
PL864	F-9	High & Latin Commercial Dept.	639.50
PL864	F-14	Audio Visual Department	545.00
PL864	G-10	Science Equipment	2,472.00
PL864	G-11	Equipment for Rindge	1,663.34
			$11,652.07

—said sum of $11,652.07 to be provided by transfer from School Department Revolving Account PL864: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

The chairman ordered placed on the 'calendar' as required by the rules the Superintendent's recommendation that the following text books be approved for use in the Cambridge public schools:

PUBLISHED BY HOUGHTON & MIFFLIN CO.
Investigating the Earth (Earth Science Cur. Project)
PUBLISHED BY PRENTICE-HALL, INC.
Physical Science, Gr. 10
Introducing Physical Science, Grds. 9 & 10
PUBLISHED BY ALLYN & BACON CO.
Understanding the Metric System, Grds. 9 & 10, by D. Miller
PUBLISHED BY SILVER, BURDETT CO.
Terms Tables and Skills, Grds. 9 & 10, by B. Woodruff
PUBLISHED BY CORONET LEARNING PROGRAMS
Latitude and Longtitude, Grds. 9 & 10
PUBLISHED BY APPLETON-CENTURY-CROFTS
Programmed Math Reviews, Grds. 9 & 10

The Superintendent reported that Charlyn Buss, who was appointed a teacher of elementary French in May, 1967, has declined the appointment. The

Superintendent recommended that the declination be accepted and on motion by Mr. Olesen, seconded by Mr. Good, it was voted to adopt the Superintendent's recommendation.

The Superintendent reported that Doris W. Decker, teacher in the Art Department, was married on December 29, 1966 to Charles E. Hancock and her name will now appear on our records as Doris W. Hancock.

The Superintendent presented communications from William J. Joyce, Principal of the Cambridge Summer School, and there being no objection the chairman ordered the letters placed on the 'calendar':

June 5, 1967

Mr. John M. Tobin
Superintendent of Schools
Cambridge, Massachusetts

Dear Mr. Tobin:

The teachers who taught last year and who will be available to teach at the Summer School of the Cambridge Public Schools in the Cambridge Latin building are listed below?

English	Mr. Leon Fitzgerald Mr. James Landrigan (and Latin) Miss Nancy McMahon
Mathematics	Mr. George Oleson Mr. Dennis Huyghe
Science	Mr. John Terry, Jr.
Art	Mrs. Rita Ritterbush
Driver Education	Mr. Daniel Foley Mr. David Hunter

Teachers who have been recommended by the heads of departments to teach this year are listed below:

English	Mr. Michael O'Leary Mr. John Burke Mr. William Mangan
Mathematics	Mr. James DeVellis
Foreign Languages	Miss Nancy J. Gelowtsky
Typing	Mrs. Anne J. Conners
Art	Miss Phylis Corbin
Drama	Mr. Robert Guest
Social Studies	Mr. Edward Brady
Music	Mr. John McKee
Teacher Unassigned	Mr. Henry J. Morris
Clerk	Miss Alice M. Broderick

Respectfully submitted,
William J. Joyce

June 5, 1967

Mr. John M. Tobin
Superintendent of Schools
Cambridge, Massachusetts

Dear Mr. Tobin:

A list of teachers, in addition to those submitted on the "available" and "recommended" list who have applied by letter applications for positions in the Summer School at Cambridge Latin is as follows:

Mr. Edward Kirach—Science, Mathematics
Miss Aminda Nicolora—Foreign Languages
Mr. William Walsh—Business Subjects
Mr. Norman Haway—Chemistry, Biology
Miss Lucinda Stipak—English
Mr. Lawrence Hull—English
Miss Anna Monahan—English, Foreign Languages
Mr. Paul Sanders—Mathematics, Science
Mrs. David Driscoll—Mathematics
Mr. Erneste Caserta—Language
Miss Alice Brown—Science, Art

Respectfully submitted,
William J. Joyce

Conforming to an order that he present his recommendation as to how much additional clerical help will be necessary so that guidance personnel can be relieved of all clerical duties, the Superintendent stated that he had submitted a report on clerical and secretarial needs in the School Department on January 18, 1967 and that the 1967 budget provides for the appointment of five additional part-time clerk-typists effective September 1, 1967. The Superintendent further recommended that one additional part-time clerk-typist position be authorized to bring the number of new positions to six and thus implement fully his recommendation of Jan. 18, 1967. On motion by Mr. Fitzgerald, seconded by Mr. Good, it was voted on the following roll-call to adopt the recommendation: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted that the Boston Herald and Traveler's non-profit foundation, Herald-Traveler Charities, Inc., be granted permission to use the Rindge Technical School Auditorium November 4, 1967 through Dec. 9, 1967 for the purpose of permitting the Repertory of Classical Drama to present a five week season of plays for students, teachers and other interested adults of the community. Matinees will be held as in former years, Monday through Friday at 3:00 p.m. Evening performances each Wednesday, Friday and Saturday at 8:30 p.m. Custodial and police costs will be paid by Herald-Traveler Charities.

The Superintendent presented the following report and recommendation on the election of athletic personnel for the school year 1967-1968 and on motion by Mr. Olesen, seconded by Mr. Fitzgerald, it was voted that this report be placed on the 'calendar':

ELEMENTARY SCHOOLS

Thomas J. Sheehan	Faculty Manager	$1300 per year
Simon Kelliher	Physician	$1100 per year

Football

Coaches	
Robert Richards	$375
Joseph Colannino	$375
John Caulfield	$375
Eugene Zubrinski	$375

Officials	
Roland LaChance	$85
Paul Lyons	$85
Francis Foley	$85

Basketball

Coach-Supervisor
$300 per season
Joseph Colannino
Stephen Theall
John Hallice
Charles Killilea
Roland LaChance
John Nolan
Joseph Pagliaro
David Goodwin
Neil O'Connor
John Noble
George Greenidge
Peter Brown
William Dynan

Officials
$200 per season
James Sullivan
Vacancy (2)

Baseball

Coach-Supervisor
$300 per season
Richard Kelly
Thomas Mullaney
Joseph Colannino
David Goodwin
Richard Maloney
Edward Duffett
James Quinn
Roland LaChance
John Sennott
Thomas McCarron
Charles Killilea
Paul Lyons
John Murphy

Officials
$175 per season
Richard Calnan
John Hallice
William Dynan
Joseph Bourdeau
James Travers

Football

Rindge	
Edward Fratto—Hd. Coach	$1500
John Powers—Asst. Coach	800
George Greenidge—Asst. Coach	800

High & Latin
John Noble—Hd. Coach
Richard Fusco—Asst. Coach
Peter Budryk—Asst. Coach
James Coady—Asst. Coach

Basketball

Rindge	
Edward Culhane—Hd. Coach	$1000
Richard Calnan—Asst. Coach	600
Robert Richards—Asst. Coach	600

High & Latin
Paul Lyons—Hd. Coach
John Balfe—Asst. Coach
Edward Fratto—Asst. Coach

Baseball

Rindge		High & Latin
Lawrence Gibson—Hd. Coach	$1000	Hd. Coach—Vacancy
Eugene Zubrinski—Asst C.oach	600	John Caulfield—Asst. Coach
Daniel Gearty—Asst. Coach	600	Bernard Duffy—Asst. Coach

Hockey

Rindge		High & Latin
Richard Kelley—Hd. Coach	$1000	James Fitzgerald—Hd. Coach
John C. Powers—Asst. Coach	600	George Boudreau—Asst. Coach

Track & Cross Country

Rindge		High & Latin
Richard Harrington	$1500	Joseph McDavitt—Hd. Coach

Golf

Rindge		High & Latin
Robert Richards	$8 per day	James Landrigan

Tennis

Rindge		High & Latin
Martin Tierney	$8 per day	William Doran

Physicians

Rindge		High & Latin
Robert Driscoll, M.D.	$1100	Charles Brusch M,D..

Faculty Managers

Rindge		High & Latin
John Terry	$1300	John Reardon

Director of Athletics

Joseph A. Kozlowsky	$1600 per year

Girls' Athletics

Marguerite George	$1200 per year
Marie Hyde	$1200 per year

Vocational School For Boys

Basketball	Charles Stead	$350

Swimming

John J. Murphy, Jr.	$9.50 per day
Thomas Kenney	$9.50 per day
Vacancies (2)	$9.50 per day

Locker Room Attendants

John Toomey	War Memorial	$6 per day
Thomas Mullaney	Harrington	$6 per day
Joseph Bourdeau	Fitzgerald	$6 per day
John Arone	Morse	$6 per day

Edward Duffett	Peabody	$6 per day
Female Vacancy	War Memorial	$6 per day
Thomas Calabrese	Rindge	$6 per day

On motion by Mr. Olesen, seconded by Mr. Good it was voted on the following roll-call to adopt a recommendation by the Business Manager, concurred in by the Superintendent, that the School Department be authorized to purchase 110 dozen bathing suits at a unit price of $25.00 per dozen, total $2,750, and 200 dozen towels at the unit price of $7.00 a dozen, total $1,400.00, and that the net total of $4,100 be charged to the Special Athletic Fund: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

The Superintendent announced that the Business Manager had received bids on Student Accident Insurance and there being no objection the chairman ordered the bids placed on the table.

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to adopt the text books recommended by the Superintendent at the meeting of May 16, 1967.

On motion by Mr. Olesen, seconded by Mr. Duehay, it was voted to adopt the Superintendent's recommendation, presented at the meeting of May 16, 1967, that the following tuition rates for non-resident pupils shall be effective September 1, 1967, and shall apply only to students enrolling for the first time on the effective date:

	Present Rate	Effective Sept. 1, 1967
Kindergarten	$150.00	$250.00
Grades 1 through 8	200.00	350.00
High & Latin School	350.00	450.00
Girls' Voc. School	200.00	575.00
Rindge Tech. School	400.00	550.00
Boys' Voc. School	200.00	575.00

On the following roll-call it was voted NOT to adopt a motion presented by Mr. Duehay at the meeting of May 16, 1967, seconded by Mr. Solomons, that the position of Assistant Superintendent be declared vacant as of May 16, 1967; that the Superintendent of Schools take suitable action to search out capable educators both within and outside the Cambridge School Department who qualify for the post under the rules of the School Committee and to encourage them to apply for the position by (a) advertising the position widely to all Cambridge school teachers and administrative personnel; (b) notifying the professional education placement offices of the existing vacancy; (c) causing notices to be inserted in appropriate teachers' and administrators' professional journals well in advance of the closing date for applications; that there be a period of at least 10 weeks between the first announcement of the position by the Superintendent and the closing date for applications, during which time applications can be received and the above mentioned notices posted; that after the Superintendent of Schools has received all applications, he shall notify the School Committee and arrange for them to interview applicants: Mrs. Ackermann, Mr. Duehay and Mr. Solomons voting "Yea"; Mr. Fitzgerald, Mr. Good, Mr. Olesen and Mayor Hayes voting "Nay".

Question came on a motion presented by Mr. Olesen at the meeting of May 16, 1967, seconded by Mr. Good, that applications for the newly established position of Assistant Superintendent of Schools shall be filed with the Secretary of the School Committee and the final date for filing shall be at the close of business on June 1, 1967; and, further, that the Secretary of the School Committee shall include copies of all applications with the Agenda for the regular meeting to be held on June 6, 1967. Mr. Olesen moved, seconded by Mr. Good, to amend the motion by striking out the words "close of business on June 1, 1967" and inserting in place thereof the words "close of business on June 23, 1967" and by striking out in the last line the words "regular" and substituting the word "next" and by striking out the words "to be held on June 6, 1967" and substituting the words "of the School Committee". It was voted to adopt the amendment. On the following roll-call it was then voted to adopt the motion as amended "That applications for the newly established position of Assistant Superintendent of Schools shall be filed with the Secretary of the School Committee and the final date for filing shall be at the close of business on June 23, 1967; and, further, that the Secretary of the School Committee shall include copies of all applications with the Agenda for the next meeting of the School Committee": Mr. Fitzgerald, Mr. Good, Mr. Olesen and Mayor Hayes voting "Yea"; Mrs. Ackermann, Mr. Duehay and Mr. Solomons voting "Nay".

Question came on a motion presented by Mr. Olesen, seconded by Mr. Good, to amend the rules for the purpose of changing the date of the next regular meeting scheduled for June 20, 1967. The chair ruled that it was only necessary to suspend the rules for this purpose rather than proposing an amendment to the rules. On motion by Mr. Olesen, seconded by Mr. Solomons it was then voted to suspend the rules for the purpose of changing the date of the next regular meeting scheduled for June 20, 1967. On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted that the next regular meeting of the School Committee be held on Wednesday, June 28, 1967 at the time and place specified by the rules.

Question came on a communication received from the Cambridge Teachers' Association inviting the School Committee to dinner on June 29 at 7:30 p. m. for the purpose of discussing the procedures to be followed for negotiations of our new contract. On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that the School Committee meet informally with the Cambridge Teachers' Association on Thursday, June 29, 1967 at 7:30 p.m. in executive session in the School Committee offices, 1700 Cambridge Street, Cambridge, Mass., for the purpose of discussing the procedures to be followed for negotiations of new contract.

On motion by Mr. Duehay, seconded by Mr. Olesen, it was voted on the following roll-call to adopt the Superintendent's recommendation, presented at the meeting of May 16, 1967 that the persons named below be elected teachers in the Cambridge School Department with the rank and at the salary indicated for a period of one year from September 1, 1967: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea":

Permanent:

Jeannette V. Gaynor, Primary Teacher	$6200 per yr.
Mary Joan Scully, Teacher-English, High & Latin	5800 per yr.

Provisional:

Rebekah L. Hoffman, Teacher-Primary	$5600 per yr.
Mrs. Marilyn K. Grohowski, Teacher-Home Economics	5600 per yr.
Pauline P. Demetri, Teacher-High School French	5600 per yr.
Joanne C. Goldner, Teacher-High School French	6200 per yr.
Joanne L. Junor, Teacher-High School French	5600 per yr.
Kathleen A. Rykoski, Teacher-High School Home Economics	5600 per yr.

On motion by Mr. Good, seconded by Mr. Olesen, it was voted to adopt the report and recommendations of the Superintendent presented at the meeting of April 4, 1967 on the present system employed in ranking secondary school students, and set forth in detail below:

PROPOSAL
FOR
RANKING OF SECONDARY SCHOOL PUPILS

March 30, 1967

The committee formed to consider the present system employed in ranking secondary school students recommends the adoption of the following policy:

1. At both high schools there will be two procedures followed:
   a. All students, regardless of course, will be ranked according to their final averages.
   b. An additional ranking will establish two groups, each to be ranked separately.
      (1) Students whose programs are College Preparatory will comprise one group.
      (2) Students whose programs are not so oriented will comprise the second group.
2. Only those subjects which meet the following criteria will be considered in this evaluation:
   a. At Cambridge High and Latin School those subjects which carry a value of five (5) or more credits.
      Note: Personal Typing which carries a value of five (5) credits and is an elective subject for College Preparatory students will be excepted.
   b. At Rindge Technical School all subjects which presently carry a value of four (4) or more credits.
      Note: Health would be excepted.

3. Because the grouping at High and Latin School provides Academically Talented, Honors and Regular classes in the College Preparatory Course; because the grouping provides Honors and Regular classes in the Business Course, the present system of weighting the raw scores awarded at the end of each marking period will be standardized for all subjects.

Note: In effect, to the grades earned by students in Academically

Talented classes will be added a certain number of points; to the grades earned by students in the Honors Classes will be added a lesser number of points; no points will be added to the grades earned in the Regular classes.

4. An explanation of the ranking procedure which is adopted will be printed and attached to each application form which our schools complete and forward.

The limited research which time permitted indicates that "rank in class" is requested on many of the application forms. Consequently it is of value to our students and cannot be eliminated.

It should be noted that recommendation two (2) of this report is a majority opinion. A minority favored including grades earned in all subjects.

To implement this policy there will be required:

1. A final decision in a study which has been underway at Cambridge High and Latin concerning the points to be added to the raw scores in the various groups.
2. A re-evaluation of the credits presently awarded for subjects at the Rindge Technical School.

Mr. David E. Hockman, Chairman
Mr. Richard T. Colgan
Mr. Raymond G. D'Arcy
Miss Marie E. McCabe
Mr. Robert R. Sweeney

Tabled Matters:

On motion by Mr. Olesen, seconded by Mrs. Ackermann, it was voted to take from the table bids received for furnishing typewriters for High & Latin; mimeograph machines; overhead projectors; television sets; typewriters for Girls' Voc. School; ten portable Craig Reading Laboratories.

On motion by Mrs. Ackermann, seconded by Mr. Good, it was voted to approve the Business Manager's recommendation that the contract for furnishing fifty typewriters for the Business Education Department at the High & Latin School, be awarded to the lowest responsible bidder to have met specifications, Adler of Boston Sales Agency, Cambridge, Mass., at a net cost of $4,100.00 and $109.75 each for up to twenty additional new typewriters without trade in: (Roll-call vote): Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the Business Manager's recommendation that the contract for furnishing two New Mimeograph Machines be awarded to the lowest responsible bidder to have met specifications, the A. B. Dick Co., of New England of Waltham, Mass., at a total net price of $1161.66 for the mimeograph machines and a net price of $135.90 for stands for the machines: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

On motion by Mr. Fitzgerald, seconded by Mr. Olesen, it was voted on the following roll-call to adopt the Business Manager's recommendation that the contract for furnishing six new Overhead Projectors be awarded to the lowest responsible bidder to have met specifications, the H. B. Educational Systems, Inc., of New Haven, Conn., at a total price of $672.00 for the six projectors plus $54.00 for writing roll attachments and $20.88 for writing rolls: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

On motion by Mr. Olesen, seconded by Mrs. Ackermann, it was voted on the following roll-call to adopt the Business Manager's recommendation that the contract for furnishing eighteen new Classroom Television Sets be awarded to the lowest responsible bidder to have met specifications, General Electric Co., of Cambridge at a total cost of $2043.00 plus $36.00 for delivery: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons voting "Yea"; Mayor Hayes voting "Nay".

On motion by Mr. Olesen, seconded by Mr. Fitzgerald, it was voted on the following roll-call to adopt the Business Manager's recommendation that the contract for furnishing fifteen standard manual typewriters for the Girls' Vocational School be awarded to the lowest responsible bidder to have met specifications, The Remington Office Machines Div., Sperry Rand Corp., of Wellesley, Mass., at a total price of $1,875.00: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

On motion by Mr. Olesen, seconded by Mr. Fitzgerald, it was voted on the following roll-call to adopt the Business Manager's recommendation that the contract for furnishing ten Portable Reading Laboratory-Craig Readers be awarded to the lowest responsible bidder to have met specifications, McLeod Associates, Inc., of Lynnfield, Mass., at a total cost of $1,995.00: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

There being no objection the chairman ordered placed on the 'calendar' bids received for furnishing domestic science cabinets for Girls' Voc. School; electronics equipment for Rindge Technical School; instrumentation equipment for Rindge Technical School; for office machines.

Awaiting Report:

Conforming to an order that he prepare for consideration of the School Committee plans for facilities and equipment for mentally retarded to be included in new schools which will embody up-to-date techniques for these children, the Superintendent presented the following report and there being no objection the chairman ordered the report placed on the 'calendar':

REPORT

1. Children in Special Classes
    - Level of Retardation
    - Training and Education
    - Up-to-date Techniques
2. Facilities recommended by U. S. Department of Health, Education, and Welfare
3. Specialized Training Facilities and Outdoor Play Areas
4. Facilities in Cambridge Public Schools which meet standards of U. S. Department of Health, Education, and Welfare
5. Recommendation

CHILDREN IN SPECIAL CLASSES

School Age—6 and Over
Level of Retardation—Moderate—I. Q. under 50, Trainable

Training and Education	Social and Vocational Potential
School Age	Adults
Can learn simple communication, elementary health and safety habits, and simple manual skills; does not progress in functional reading or arithmetic.	Can perform simple tasks under sheltered conditions; participates in simple recreation; travels alone in familiar places, usually incapable of self-maintenance.

Level of Retardation—Mild—I. Q. 50-79, Educable

School Age	Adults
Can acquire practical skills and useful reading and arithmetic to a 3rd to 6th grade level with special education. Can be guided toward social conformity.	Can usually achieve social and vocational skills adequate to self-maintenance; may need occasional guidance and support when under unusual social or economic stress.

SOURCE: Mental Retardation: A National Plan for a National Problem (Chart Book), p. 15, August 1963. Published for the President's Panel on Mental Retardation by the U. S. Department of Health, Education, and Welfare.

Up-To-Date Techniques For The Education Of The Mentally Retarded

Training programs must be compatible with the present developmental levels, learning characteristics, and potentials for future development of the retardates involved. For the younger retarded person, training programs usually emphasize self-help, basic communication, and interpersonal skills. For the older or more capable individual, training programs will generally stress activities which provide opportunities to acquire skills enhancing participation in family, community, and economic life.

SOURCE: U. S. Department of Health, Education, and Welfare, "Planning of Facilities for the Mentally Retarded."

Facilities Recommended By U. S. Department of Health, Education, & Welfare

Much more space is required per pupil in classrooms for the retarded than in standard classrooms, but class sizes are smaller.

A minimum of 900 square feet of open space is recommended for a maximum of 10 to 12 moderately retarded, or 12 to 15 mildly retarded.

Different curriculums of instruction will be required for the various categories and age groups. Movable desks, work-tables, and chairs can be arranged to allow an open area for indoor group activities and play.

There should be general areas of display boards or tackboards, part of which must be within easy reach to the youngest child. Some eye-level chalkboards will also be needed. Display boards and chalkboards may be of a movable type or installed in a wall track that would permit variable heights. It may also be desirable for some to slope in an easel position. Grab bars may be desirable for support of retardates while they are standing.

Much more storage space is required within or adjoining the room than in a normal public school for instructional aids and materials, various equipment, books, toys, and the like, as well as for pupils' clothing and personal effects. Some storage can be provided in movable cabinets for ease in transporting materials and supplies to activity areas. These may also be used as dividers to define separate areas. Built-in cabinets against the walls, some with locked compartments for the teacher, are also suggested. They may have sliding or bifold doors, and tackboards, pegboards, or flannel boards may be provided on the face These will provide convenient access for storage and additional surfaces for exhibits.

Counter-high or under-the-window shelving will also provide storage and display space within reach of smaller children.

A workcounter with a sink should be provided and may include a drinking fountain. Individual lockers, preferably with open fronts, for storage of coats, wraps, toilet articles, and personal effects should be provided and will assist in the training process. Lockers should have some means of individual identification. A record player, radio, or television, and a filmstrip projector are standard equipment, and a small piano is often used. A teacher's desk, chair, and file cabinet will be required.

Large storage areas adjoining the room are required for bulky items such as play equipment, mockup furniture, instructional aids that cannot be stored in cabinets.

Toilet facilities should be adjacent to classrooms for the moderately retarded and in the same corridor for the mildly retarded.

SOURCE: U. S. Department of Health, Education, and Welfare, "Design of Facilities for the Mentally Retarded."

Specialized Training Facilities

The Mentally Retarded can and should, to the fullest extent possible, use appropriate services and facilities that are already available to any other pupil.

Large blocks of time should be available for the retarded in the areas designed for training in domestic skills such as the preparation and serving of food, bedmaking, housecleaning, laundering and sewing and the training in social habits and graces Also training in woodworking, physical education, science, art, music and the use of library should be available.

Outdoor Play Areas

All outdoor play areas should be located so they can be observed and should be enclosed with an attractive landscaped enclosure or pierced walls for better control of the retardates and for privacy and safety—especially for the trainable group.

The area should include muscle and corrective play equipment such as swings, teeters, catwalk, merry-go-round and jungle gym.

SOURCE: U. S. Department of Health, Education, and Welfare, Public Health Service, "Design of Facilities for the Mentally Retarded."

Suggested Furnishings For Classrooms For Mentally Retarded In New Schools Based On Facilities Recommended

Movable desks and chairs
Work tables
Eye-level chalkboards
Grab bars
Storage space
Tackboards
Pegboards
Flannel boards
Work counter with sink
Drinking fountain
Individual lockers with open fronts
Record player
Radio or television
Filmstrip projector
Small piano
Teacher's desk and chair
File cabinet
Built-in cabinets along wall
Toilet facilities adjacent to classroom

Facilities In The Cambridge Public Schools Which Meet Government Standards

Excellent facilities and equipment in classes for the mentally retarded at the HARRINGTON SCHOOL meet the standards set by the U. S. Department of Health, Education and Welfare.

Size of classroom is ample.
Location of classroom is adjacent to a street exit.
There is also an exit to the play area from the classroom.
Toilet facilities are adjacent.
There is a storage room for large equipment.
Included are plenty of cabinets, bulletin boards and moveable chalkboards.
The school itself has a beautiful gymnasium, household suite, shop, science room, library and auditorium, all of which are used by the classes for the retarded.

The PEABODY SCHOOL has similar facilities and equipment suited to the educable.

Recommendation

It is therefore recommended that the School Committee consider for the new schools, facilities and equipment for the mentally retarded similar to equipment and space already in use at the Harrington and Peabody Schools and approved by the U. S. Department of Health, Education and Welfare.

NEW BUSINESS

The chairman ordered place on the 'calendar' as required by the rules, a proposed amendment to the rules presented by Mr. Olesen, seconded by Mr. Fitzgerald: That Sec. 10, Chap. III of the Rules of the School Committee be amended by striking out the words "only" and "regular" so that the section in its entirety shall read as follows: "Sec. 10. Reconsideration: The action of the Committee on any question shall not be reconsidered at the same meeting except under suspension of the rules. If any member shall give notice in writing to the Secretary at the meeting or before 5:00 p. m. of the second day following that on which the meeting was held, of his intention to do so, he may move reconsideration at the next meeting of the Committee. Only one motion for this purpose shall be in order."

It was unanimously agreed to take from the table bids received for furnishing Domestic Science Cabinets for Girls' Vocational School. On motion by Mr. Olesen, seconded by Mrs. Ackermann, it was voted to adopt the Business Manager's recommendation that the contract be awarded to the lowest responsible bidder meeting specifications, Schultz Woodworking Company of Cambridge at a total price of $5,260.00: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

It was voted to adopt the following motion presented jointly by Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons and Mayor Hayes:

> "The Inner Belt threatens to displace over 500 public school children in Cambridge. It seems likely that the families of most of these children will not find homes in Cambridge, and that therefore they will leave our school system. We believe, in all humility, that they will not find another school system that offers what Cambridge does. Cambridge has a truly integrated school system. It supports its school well financially. In its efforts to maintain high standards the school system uses the services of its own staff, the suggestions of local citizens, the aid of the Federal government and the advice of local universities. No other school system in the Boston Metropolitan area can make these three statements. Therefore, we urge the appropriate Federal officials not to endorse a plan to build the Inner Belt. The School Committee is opposed to any belt highway through Cambridge and in particular the Brookline-Elm route."

On motion by Mr. Duehay, seconded by Mr. Good, it was voted that Mr. Kozlowsky, Director of Physical Education, confer with Mr. Cowles, Superintendent of Recreation and with Mr. Crocker, City Electrician, for the purpose of arranging details for the erection of an electric score board at Russell Field which the School Committee authorized in November, 1966, to be installed at School Department expense; and, further, that this project be started at the earliest possible time in order that the electric score board may be ready for operation at the first football game in the fall. Mr. Kozlowsky shall report the results of this conference at the next regular meeting of the School Committee.

On motion offered jointly by Mr. Fitzgerald and Mr. Duehay, it was voted that the Cambridge School Committee record itself in favor of the community school concept. However, it realizes that, although the school department must take a leading role, the successful implementation of this concept requires further study and analysis by the staff of the school department and the active co-operation of other city departments. Therefore, be it Ordered, (1) That the superintendent of schools study the excellent report prepared by the Cambridge Committee on Community Schools and other educational sources about community schools, and that the Superintendent explore avenues of co-operation in this regard with other city departments and report his findings to the School Committee at the first meeting in September; (2) That the superintendent explore further the possibilities of federal and/or private funding mentioned in the community school report.

On motion by Mr. Good, seconded by Mr. Olesen, it was voted that the prayers and best wishes of the School Committee go to Vice-Chairman James F. Fitzgerald on his forthcoming hospitalization.

The chairman ordered placed on the 'calendar' as required by the rules, a proposed amendment to the rules by Mr. Fitzgerald, seconded by Mr. Good, that the Board of Examiners be ordered to continue recruitment of teachers until positions are filled, providing each applicant meets School Committee requirements; and, further, that the Board of Examiners report its findings at the first School Committee meeting in September. On motion by Mr. Good, seconded by Mrs. Ackermann, it was unanimously voted to suspend the rules for the purpose of taking action on Mr. Fitzgerald's motion at this meeting. It was then voted to adopt the foregoing motion by Mr. Fitzgerald and seconded by Mr. Olesen.

On motion by Mr. Duehay, seconded by Mr. Good, it was voted to convene in executive session.

EXECUTIVE SESSION

On motion by Mr. Duehay, seconded by Mr. Good, it was voted that Wm. F. X. Linskey, athletic trainer for the Cambridge public schools be authorized to attend the National Convention of Athletic Trainers in Ohio at which time Mr. Linskey is to be honored by election to their Hall of Fame and that his expenses for attending the convention be paid by the School Department: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

On motion by Mrs. Ackermann, seconded by Mr. Good, it was voted on the following roll-call to adopt a recommendation by the Director of Physical Education and Athletic Activities, concurred in by the Superintendent, that a bill for hospital services for Pierre Marchando, High & Latin School football player who was injured and treated at the Mass. General Hospital be paid from the Special Athletic Fund in the sum of $189.90: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

The chairman ordered placed on the 'calendar' as required by the rules, the Superintendent's recommendation that the persons named below be elected to the position and at the salary indicated for a period of one year from September 1, 1967. On motion by Mrs. Ackermann it was unanimously voted to suspend the rules for the purpose of taking action on the Superintendent's recommendation at this meeting. On motion by Mrs. Ackermann, seconded by Mr. Fitzgerald, it was voted to adopt the Superintendent's recommendation that the persons named below be elected: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea":

Permanent:

Sheila H. Keane, Primary Teacher	$5600.00 per year
M. John Kawadler, Teacher-Special Class	7600.00 per year

Provisional

Leslie Claire Feeley, Primary Teacher	$5600.00 per year

Mrs. Marcia L. Klee, Primary Teacher	$5600.00 per year
Mrs. Susan E. Lautenbacher, Teacher-High School (Science-Biology)	6200.00 per year
Mary E. Mosher, Teacher-High Physical Education	5600.00 per year

The chairman ordered placed on the 'calendar' as required by the rules, a recommendation of the Board of Examiners, concurred in by the Superintendent, that Joseph G. Sateriale, be appointed Director of Mathematics at a salary of $12,220.00 per year, effective Sept. 1, 1967.

The chairman ordered placed on the 'calendar' as required by the rules a recommendation of the Board of Examiners, concurred in by the Superintendent, that Robert Bennett be appointed Director of Public Relations at a salary of $12,220.00 per year, effective Sept. 1, 1967.

The Board of Examiners reported that they were unable to recommend a Director of Social Studies at this time and respectfully asked permission to advertise this position again in the Fall. There being no objection the chairman ordered the report placed on the 'calendar'.

The chairman ordered placed on the 'calendar' in accordance with the rules, the Superintendent's recommendation that in addition to the personnel currently employed, the following persons be approved for employment in the After School Centers Program:

READING:

Athanas, Flora
Barrett, Mary J.
Bibeau, Margaret
Dutare, Alice D.
Calabro, Frances E.
Cavallo, Diana
Corcoran, Brenda E.
Conlon, Ann M.
Crawley, Marianne
Curry, Frances A.
Devita, Hazel A.
Dignan, John P.
Epstein, Rebecca B.
Erickson, Olive
Fallon, Eleanor A.
Ferrick, Katherine A.
Hall, Aloyse C.
Hartnett, Catherine F.
Hargrove, Jacqueline A.
Howard, Catherine A.
Leahy, Mary E.
McCarthy, Mary R.
McCauley, Elizabeth H.
McCauley, Frances E.
McDonald, Robert T.
McGrath, Catherine M.
Miller, Mary C.
Molway, Joan H.
Moriarty, Karen K.
Muller, Shawna
Murphy, Carolyn H.
Nicoloro, Aminda L.
O'Connor, M. Clare
Pagliaro, Joseph A.
Penders, Mary F.
Pinsky, Alene C.
Reagan, Mary P.
Riggins, Roselyn
Rosen, Arlene T.
Seabrook, Ruth W.
Shulman, Ann J.
Stipek, Lucinda L.
Stout, Pamela R.
Sylvester, Nancy A.
Tansey, Mary J.
Tierney, Anna M.

MATH:
Ayoub, Jeanette
Cohen, Benjamin R.
DeVollis, James F.
Diamond, Nancy
Driscoll, Claire
Geinsinger, Evelyn C.
Jordan, John W.
Maloney, Richard D.
McKeon, Joan W.
Sheehan, Thomas J.
Van Baalen, Virginia
Zimmon, Howard

ART:

Donato, Norma H.
Foster, Ellen H.
Hammond, Mary A.
King, Helen A.
Klee, Marcia L.
Klein, Dorothy P.
McCarthy, Mary J.
Patronio, Maureen
Schreiber, Sally A.
Sheehan, Maryann
White, Marilyn A.
Wolf, Anna M.

MUSIC:

Donehue, Carol
Hyde, Anthony J.
Khoury, Natalie A.
Liberman, Barbara
Stevenson, Evelyn

SCIENCE:

Botelho, Arthur Jr.
Brown, Alice J. L.

Coughlan, William J.
Farbman, Marvin R.
Gaynor, Jeannette V.
Janul, Andrea N.
Lafferty, Helen K.
Lorion, Marcia E.
McKay, Joyce V.
Noble, John W. Jr.
Previte, Frank E.
Seifer, Joan
Wayne, Theodore S.
York, Richard A.
Zubrowski, Bernard G.

GUIDANCE COUNSELOR:

Brownrigg, Helen R.
Conceison, Manuel B.
Irons, Frederick E.
Koestner, Joyce D.
McCabe, Anna H.
O'Leary, Michael P.
Sennott, Ralph J. Jr.

LIBRARIAN:

Amato, Philip P.
Cotter, Mary D.
Dillon, Harvena J.
Dunn, Leslie B.
Harrington, John H.
Hilsenrad, Marjorie
Monahan, Anne H.
O'Connell, David J.

SECRETARY:

Andrews, Mary C.
Doucette, Eva, (Mrs.)
Holzapfel, Helen
Thompson, Ralph H.
Young, Ann H.

TEACHERS' AID:

Accardi, Alfred J.
Alfonso, Emily G.
Ahern, Kathleen A.
Ananis, Christine A.
Anderson, Helen A.
Beaton, Caroline J.
Bergson, Lucy A.
Bowen, Grace E.
Brown, Marsha E.
Buckley, Joan H.
Burns, Janice M.
Canara, Patricia A.
Cavallaro, David G.
Cedrone, Kathleen A.
Colannino, Robert J.
Collazzo, Felicia
Corcoran, Margaret R.
Curcio, Barbara A.
Daily, Mary E.
Darling, Grace N.
D'Alessandro, Sylvia L.
DiNatale, Ramona H.
Donahue, Deborah A.
Fox, Gale S.
Gurry, Susan E.
Gurry, Virginia H.
Haley, Donna F.
Hannon, Lois
Hesketh, Stanley Jr.
Morgan, Kathleen
Keohane, Katherine L.
Lacheur, Joan M.
Looney, Judith H.
Marcin, Carole A.
McCarthy, Kathleen T.
Morris, Rosemay M.
Hulo, Joanne
Murphy, Christine M.
Murphy, Patricia H.
Nathans, Judith D.
O'Brien, Alice P.
O'Connor, Judith A.
Publicover, Carol
Quick, Gertrude
Rodriques, Gail A.
Ryan, Catherine A. S.
Shea, Christine
Tattan, Elizabeth A.
Toomey, Marybeth
Valentino, Nancy R.
Watson, Mary T.
Watts, Kenneth G.
Whelan, Kathleen A.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to convene in regular session.

On motion by Mrs. Ackermann, seconded by Mr. Good, it was voted to ratify and affirm the votes taken in executive session.

On motion by Mr. Duehay, seconded by Mr. Good, it was voted to adjourn;

ADJOURNED.

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(Official Report)

Regular Meeting:

Wednesday, June 28, 1967

Members present: Mrs. Ackermann, Mr. Duehay, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes.

Mayor Hayes in the chair.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to suspend the regular order of business for the purpose of hearing the architect for the proposed new Putnam-Thorndike School.

Paul G. Feloney, Architect for the proposed new Putnam-Thorndike School presented a model and design plans for this proposed school and at the conclusion of the hearing it was voted unanimously to suspend the rules for the purpose of introducing a motion in relation to the plans. On motion by Mr. Solomons, seconded by Mr. Olesen, it was then voted that the schematic design-phase plans of the proposed new Putnam-Thorndike School, as presented by the architect, Paul G. Feloney, be and the same hereby are approved.

On motion by Mr. Solomons, seconded by Mr. Good, it was voted to again suspend the regular order of business for the purpose of considering the appointment of athletic personnel, said question being on the "calendar" for action at this meeting. Mr. Kozlowsky, Director of Physical Education and Athletic Activities appeared and discussed the appointments at length. On motion by Mr. Olesen, seconded by Mr. Duehay, it was voted to amend the recommended appointments by striking out the name of Peter Budryk, Assistant Football Coach at High & Latin School, inasmuch as Mr. Budryk will be on leave of absence for the coming school year. On motion by Mr. Solomons, seconded by Mr. Olesen, it was voted to adopt the recommendation of the Director, as concurred in by the Superintendent, and amended, that the following athletic personnel be appointed for the school year, Sept. 1967 to June 30, 1968: Mrs. Ackermann, Mr. Duehay, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Fitzgerald "Absent".

ELEMENTARY SCHOOLS

Thomas J. Sheehan	Faculty Manager	$1300 per year
Simon Kelliher	Physician	$1100 per year

Football

Coaches		Officials	
Robert Richards	$375	Roland LaChance	$85.00
Joseph Colannino	$375	Paul Lyons	85.00
John Caulfield	$375	Francis Foley	85.00
Eugene Zubrinski	$375		

Basketball

Coach-Supervisor $300 per season	Officials $200 per season
Joseph Colannino	James Sullivan
Stephen Theall	Vacancy (2)
John Hallice	
Charles Killilea	

Roland LaChance
John Nolan
Joseph Pagliaro
David Goodwin
Neil O'Connor
John Noble
George Greenidge
Peter Brown
William Dynan

Baseball

Coach-Supervisor
$300 per season
Richard Kelly
Thomas Mullaney
Joseph Colannino
David Goodwin
Richard Maloney
Edward Duffett
James Quinn
Roland LaChance
John Sennott
Thomas McCarron
Charles Killilea
Paul Lyons
John Murphy

Officials
$175 per season
Richard Calnan
John Hallice
William Dynan
Joseph Bourdeau
James Travers

HIGH SCHOOLS

Football

RINDGE		HIGH & LATIN
Edward Fratto—Hd. Coach	$1500	John Noble—Hd. Coach
John Powers—Asst. Coach	800	Richard Fusco—Asst. Coach
George Greenidge—Asst. Coach	800	James Coady—Asst. Coach

Basketball

RINDGE		HIGH & LATIN
Edward Culhane—Hd. Coach	$1000	Paul Lyons—Hd. Coach
Richard Calnan—Asst. Coach	600	John Balfe—Asst. Coach
Robert Richards—Asst. Coach	600	Edward Fratto—Asst. Coach

Baseball

RINDGE		HIGH & LATIN
Lawrence Gibson—Hd. Coach	$1000	Hd. Coach—Vacancy
Eugene Zubrinski—Asst. Coach	600	John Caulfield—Asst. Coach
Daniel Gearty—Asst. Coach	600	Bernard Duffy—Asst. Coach

Hockey

RINDGE		HIGH & LATIN
Richard Kelley—Hd. Coach	$1000	James Fitzgerald—Hd. Coach
John C. Powers—Asst. Coach	600	George Boudreau—Asst. Coach

Track & Cross Country

RINDGE		HIGH & LATIN
Richard Harrington	$1500	Joseph McDavitt—Hd. Coach

Golf

RINDGE		HIGH & LATIN
Robert Richards	$8 per day	James Landrigan

Tennis

RINDGE		HIGH & LATIN
Martin Tierney	$8 per day	William Doran

Physicians

RINDGE		HIGH & LATIN
Robert Driscoll, M.D.	$1100	Charles Brusch, M.D.

Faculty Managers

RINDGE		HIGH & LATIN
John Terry	$1300	John Reardon

Director of Athletics

Joseph A. Kozlowsky	$1600 per year

Girls' Athletics

Marguerite George	$1200 per year
Marie Hyde	$1200 per year

Vocational School For Boys'

Basketball	Charles Stead	$350

Swimming

John J. Murphy, Jr.	$9.50 per day
Thomas Kenney	$9.50 per day
Vacancies (2)	$9.50 per day

Locker Room Attendants

John Toomey	War Memorial	$6 per day
Thomas Mullaney	Harrington	$6 per day
Joseph Bourdeau	Fitzgerald	$6 per day
John Arone	Morse	$6 per day
Edward Duffett	Peabody	$6 per day
Female Vacancy	War Memorial	$6 per day
Thomas Calabrese	Rindge	$6 per day

On motion by Mr. Olesen, seconded by Mrs. Ackermann, it was voted to suspend the rules for the purpose of moving reconsideration on the foregoing vote appointing athletic personnel. A motion by Mr. Olesen, seconded by Mrs. Ackermann, to reconsider the vote appointing the athletic personnel (hoping same would not prevail) failed of adoption.

On motion by Mr. Good, seconded by Mr. Duehay, it was voted to suspend the rules for the purpose of moving reconsideration on the vote approving the plans of the proposed new Putnam-Thorndike School. A motion by Mr. Good, seconded by Mr. Duehay, to reconsider the vote approving the schematic design phase plans of the proposed new Putnam-Thorndike School (hoping same would not prevail) failed of adoption.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to suspend the regular order of business for the purpose of considering matters pertaining to Federal programs.

Mr. Spencer MacDonald, Planning Director for Title I PL89-10, appeared and discussed several projects for which he requested support in addition to the application already submitted to the Pilot Follow Through Project. At the conclusion of the hearing the Superintendent recommended that the School Committee request support for the following projects:

1. Early Education Project
2. Advancement School Project
3. Teaching English as a Second Language Project
4. Senior Preparatory Project for Technical Institute
5. Integration of High School Resources Project

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to adopt the foregoing recommendation by the Superintendent for support of the specified projects. On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to suspend the rules for the purpose of moving reconsideration on the foregoing vote. A motion by Mr. Solomons, seconded by Mr. Duehay, to reconsider the vote adopting the Superintendent's recommendation (hoping same would not prevail) failed of adoption.

On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that the project period of the Planning Staff be extended for two months and that the termination date be changed to August 31, 1967. No additional funds are requested as the cost during the extended period can be met with funds made available through the original grant award. The rules having been suspended, a motion by Mr. Good, seconded by Mrs. Ackermann, to reconsider the foregoing vote (hoping same would not prevail) failed of adoption.

The Superintendent reported that his office was informed today by the Office of the United States Commissioner of Education that the Cambridge School Department's application for the Pilot Phase of Project Follow Through has been approved and that Cambridge is one of two Massachusetts communities and one of thirty in the nation to be selected to participate in the Pilot Phase of Project Follow Through. The Superintendent therefore recommended that in order to have the program operational as soon as funds are received that he be authorized to implement the Project according to specifications set forth in the application including the retention of personnel in accordance with qualifications as presented to the members of the School Committee. Mr. Solomons moved, seconded by Mr. Good, to adopt the Superintendent's recommendation. A motion by Mr. Olesen, seconded by Mr. Good, to amend the motion by striking out in the Job Specifications for the position of Director the words "Doctorate in Education" and substituting therefore the words "Master in Education" failed of adoption on the following roll-call: Mr. Good and Mr. Olesen voting "Yea"; Mrs. Ackermann, Mr. Duehay, Mr. Solomons and Mayor Hayes voting "Nay"; Mr. Fitzgerald "Absent". On the following roll-call it was then voted to adopt Mr. Solomon's motion, seconded by Mr. Good, that the Superintendent's recommendation as set forth above, be adopted: Mrs. Ackermann, Mr. Duehay, Mr. Good, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Olesen "Present"; Mr. Fitzgerald "Absent". The rules having been suspended a motion by Mrs. Ackermann, seconded by Mr. Solomons, to reconsider the vote adopting the Superintendent's recommendation (hoping same would not prevail) failed of adoption.

The chairman ordered the regular order of business resumed.

Having filed the proper notice required by the rules, Mr. Duehay moved, seconded by Mr. Solomons, to reconsider the negative vote taken at the regular meeting held on June 6, 1967 by which it was voted NOT to adopt the following motion:

> "Motion: That the position of Assistant Superintendent be declared vacant as of May 16, 1967; that the Superintendent of Schools

take suitable action to search out capable educators both within and outside the Cambridge School Department who qualify for the post under the rules of the School Committee and to encourage them to apply for the position by (a) advertising the position widely to all Cambridge school teachers and administrative personnel: (b) notifying professional education placement offices of the existing vacancy; (c) causing notices to be inserted in appropriate teachers' and administrators' professional journals well in advance of the closing date for applications; that there be a period of at least 10 weeks between the first announcement of the position by the Superintendent and the closing date for applications, during which time applications can be received and the above mentioned notices posted; that after the Superintendent of Schools has received all applications he shall notify the School Committee and arrange for them to interview applicants."

On the following roll-call, the motion to reconsider failed of adoption:

Mrs. Ackermann, Mr. Duehay, and Mr. Solomons voting "Yea"; Mr. Good, Mr. Olesen and Mayor Hayes voting "Nay"; Mr. Fitzgerald "Absent".

On motion by Mr. Solomons, seconded by Mr. Olesen, it was voted that the minutes of the meeting of May 28, 1967 (special) and the regular meeting of June 6, 1967 be approved as presented.

There being no objection the chairman ordered made part of the minutes the following communication from Vice-Chairman James F. Fitzgerald:

June 26, 1967

To the Honorable,
The Cambridge School Committee
Cambridge, Mass.

Dear Friends and Associates:

I wish to express to you my very sincere appreciation for your prayers and well wishes extended to me at the last regular meeting of the School Committee on the occasion of my entering the hospital for surgery.

During my convalescence I was delighted also to receive from you a beautiful and tasty basket of fruit which arrived shortly after my release from the hospital. Your thoughtfulness has been a source of great comfort and encouragement during some very trying hours and I want you to know how much I appreciate your warm expressions of friendship.

With best personal regards to each of you and looking forward to being back with you in the very near future, I am,

Sincerely,
James F. Fitzgerald, Vice-Chairman,
Cambridge School Committee

There being no objection the chairman ordered placed on file a communication from the Cambridge Savings Bank acknowledging the committee's expression of appreciation for the use of their display window.

There being no objection the chairman ordered placed on file a communication from Mildred L. Driscoll acknowledging the committee's expression of sympathy at the time of the death of her sister, Viola Driscoll, former teacher at the High & Latin School.

On motion by Mr. Olesen, seconded by Mr. Good, it was voted to accept the resignation of Maureen R. Palmer, teacher at the M. E. Fitzgerald School now on maternity leave of absence, resignation to be effective Sept. 1, 1966.

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted that Catherine L. Sheehan, Senior Clerk-Typist assigned to the office of the Assistant Superintendents, be granted leave of absence without loss of salary on July 19, 20, 21, 1967 for the purpose of attending the National Conference of School Secretaries at Pennsylvania State University.

On motion by Mr. Duehay, seconded by Mr. Olesen, it was voted to place on file a communication from the Agassiz School PTA requesting the School Committee to initiate a study to plan a new district and choose a site for a new school building.

On motion by Mr. Olesen, seconded by Mr. Good, it was voted to make part of the minutes the following communication from the City Manager and further that the City Manager be informed that the School Committee has been advised by the architects for the proposed new Houghton School, Sert-Jackson & Associates, that if all schedules are met, it is anticipated that construction of this school will start January 1, 1967 on a cleared site.

To the Honorable,
The Cambridge School Committee
1700 Cambridge Street
Cambridge, Massachusetts

Dear Sirs and Madam:

I have on hand the vote of your Honorable Body dated June 6, 1967 relative to school building program and your request that I advise you as to what progress has been made on land taking for these proposed buildings.

In the first place, no land taking will be necessary for the proposed Russell School. As far as the Putnam-Thorndike and the other schools are concerned, I propose to begin land taking when the plans for the buildings have been accepted by your Honorable Body and such acceptance has been confirmed by the City Council and myself.

Any taking prior to that time will result in a greater expenditure of money by the City of Cambridge for interest.

Very truly yours,
Joseph A. DeGuglielmo
City Manager

There being no objection the chairman ordered made part of the minutes the following communications from Senator Edward Kennedy and Congressman Thomas P. O'Neill:

June 13, 1967

Mr. Edward J. O'Connell
Secretary
Cambridge School Committee
1700 Cambridge Street
Cambridge, Massachusetts 02138

Dear Mr. O'Connell:

Thank you very much for your recent correspondence indicating the views of the Cambridge School Committee on the Brookline-Elm route for the proposed Inner Belt. I appreciate your taking the time to express these views to me.

I welcomed the opportunity to meet with the representatives of the community who traveled, at great expense and inconvenience, to Washington two weeks ago to present their case in opposition to the Brookline-Elm route. The meeting, conducted in a dignified and respectful manner, was most informative and worthwhile.

Since then I have been in touch with the Department of Transportation and the Bureau of Public Roads to inform them that I am not satisfied with the recommendation of the Massachusetts Department of Public Works. I do not feel that the State's proposal can be justified when we consider the dislocation effects which will involve over 3,000 families.

I have also met with representatives of the neighborhood who had prepared alternate route proposals and have urged them to submit these proposals to the Bureau of Public Roads at the appropriate time.

You can be assured that I am willing to give every possible assistance to the people of Cambridge on this matter and will continue to work with your neighborhood representatives and elected officials in an effort to present our position to the appropriate officials here in Washington.

As I told your representatives here in Washington, I am not satisfied that every avenue has been explored in this matter and I will do everything within my power to bring this dissatisfaction to the attention of the appropriate officials.

With best wishes,

Sincerely,
Edward M. Kennedy

June 12, 1967

Mr. Edward J. O'Connell, Secretary
School Committee
1700 Cambridge Street
Cambridge, Massachusetts

Dear Mr. O'Connell:

This will acknowledge receipt of your letter of recent date with reference to the proposed Brookline-Elm Street Route of the Inner Belt.

For the past eighteen years I have vehemently opposed any route of the Belt that would force people and businesses in my District to re-locate.

My opposition to this project is very well known at the Federal Bureau of Roads and I have informed the President of the United States of my views.

You may be assured that I shall use every means within my power to prevent this route from becoming a reality.

May I add that I sincerely appreciate the opportunity to have the benefit of your views on this vital issue.

With every good wish,

Sincerely,
Thomas P. O'Neill, Jr.,
Member of Congress

On motion by Mr. Olesen, seconded by Mr. Duehay, it was voted that the Secretary of the School Committee be directed to appear at the hearing before the Labor Relations Commission on June 29, 1967 on petition filed by American Federation of State, County and Municipal Employees concerning the representation for the purpose of collective bargaining of certain employees of the Cambridge School Committee, and inform the Labor Relations Commission that no petition has been presented to the School Committee by any group seeking certification as representative for the purpose of collective bargaining for custodial and matron personnel of the Cambridge School Department and the Cambridge School Committee will welcome such petition from any group and in the event that question of representation should occur, the Cambridge School Committee would order an election held for determination. The rules having been suspended, a motion by Mr. Olesen, seconded by Mr. Duehay, to reconsider the foregoing vote (hoping same would not prevail) failed of adoption.

Mr. Olesen moved, seconded by Mr. Duehay, that Vice-Chairman James F. Fitzgerald be appointed voting delegate to the State Conference of School Committees to be held in October. It was voted to adopt an amendment by Mrs. Ackermann, seconded by Mr. Duehay, that Mr. Solomons be named alternate. It was then voted to adopt the motion as amended that Vice-Chairman James F. Fitzgerald be named voting delegate and Gustave M. Solomons be named alternate for the annual conference of the Mass. Association of School Committees to be held in October, 1967.

SUPERINTENDENT OF SCHOOLS
(Reports and Recommendations)

On motion by Mr. Good, seconded by Mr. Duehay, it was voted on the following roll-call to adopt a recommendation of the Business Manager, concurred in by the Superintendent, that in addition to sums previously appropriated, the following amounts be appropriated to the accounts indicated:

To:	PL864 D-9 Educational & Recreational	$ 35.25
	PL864 D-38 Textbooks	2,437.28
	PL864 F-9 High & Latin Commercial Dept.	773.78
	PL864 F-14 Audio Visual Department	746.88
		$3,993.19

—said sum of $3,993.19 to be provided by transfer from School Department Revolving Account PL864: Mrs. Ackermann, Mr. Duehay, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Fitzgerald "Absent".

On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted to adopt the Superintendent's recommendation that Peter Budryk, teacher at the High & Latin School, be granted leave of absence, without stipend, for the period September 1, 1967 through June 30, 1968. Mr. Olesen is recorded as voting "Nay". The rules having been suspended, a motion by Mrs. Ackermann to reconsider the foregoing vote, (hoping same would not prevail) failed of adoption.

There being no objection the chairman ordered made part of the records the following communication from the Director of Music:

June 7, 1967

Mr. John M. Tobin,
Superintendent of Schools
Cambridge, Mass.

Dear Mr. Tobin:

As ordered by the School Committee, I have had the Band members vote by secret ballot for the style of uniform that they desired for their organization. Forty-seven members voted for the everlay and semi-military uniform and twelve voted for the blazers. This order came after the seniors graduated and therefore does not include a vote of this group.

Sincerely,
/s/ James W. Anderson,
Chairman

On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted to make part of the minutes the following communication from Robert Bennett, candidate recommended by the Superintendent for appointment to the position of Director of School Public Relations:

June 22, 1967

Edward A. Conley, Asst. Supt. of Schools,
Cambridge Public Schools
1700 Cambridge Street,
Cambridge, Mass.

Dear Mr. Conley:

Thank you for your kind letter of June 12. Inasmuch as I had to tender my resignation at St. Joseph High School by July 1st, I have accepted a position in the State of Ohio for the 1967-68 school year.

It is unfortunate that my date deadlines would not permit me to wait upon a decision of the Cambridge School Committee. However, since I was so favorably impressed with the Cambridge School System and the people I met at the interviews, I should like very much to have you retain my file for some possible future consideration as Public Relations Director.

I hope this information will reach you in time to facilitate any necessary adjustments in your plans for your June 28 meeting.

Kindest personal regards and my very best wishes.

Cordially yours,
/s/ Robert Bennett
21760 Maydale Ave.,
Euclid, Ohio.

The chairman ordered placed on the 'calendar' as required by the rules, the Superintendent's recommendation that the following text books be approved for use in the Cambridge public schools:

PUBLISHED BY ST. MARTIN'S PRESS.
Passport to Reading Series:
Over the Horizon, by Greig
Outward Bound, by Docter
Full Flight, by Godwin

The Superintendent reported the marriage of Louise S. Mayor, teacher at the Morse School to Robert B. Carlin and her name will now appear on our records as Louise S. Carlin; of Ewlyn Geisinger, teacher at the Morse School to Dr. Arnold E. Wolfe and her name will now appear on our records as Ewlyn Wolfe; of Diana Beatrice, teacher at the Haggerty School, to Dr. Anthony P. Scapicchio and her name will now appear on our records as Diana Scapicchio.

On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted that Mrs. Frances E. Calabro, teacher at the M. E. Fitzgerald School, be granted Maternity Leave of Absence in accordance with the Rules of the School Committee, from Sept. 1, 1967 to Sept. 1, 1969.

There being no objection the chairman ordered made part of the minutes the following copy of communications addressed to the City Solicitor:

June 22, 1967

Andrew T. Trodden, Esq.,
City Solicitor
Cambridge, Mass.

Re. Good v. School Committee

Dear Sir:

Judge DeSaulnier has ordered the entry of judgment dismissing Miss Good's petition. I will notify you whether an appeal is filed by the petitioner.

Sincerely,
Roy A. Hammer
Asst. City Solicitor

The Superintendent reported the retirement of the following teachers and on motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to accept their resignations and to express to these retiring teachers the School Committee's sincere appreciation for their long years of faithful and efficient service:

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to accept the following resignations submitted by teachers:

June 28, 1967

I herewith report the resignations of the teachers named below, to take effect on the date set opposite each name.

School	Name of Teacher	Rank	To Take Effect
High and Latin	Catherine E. Lovett	Headmaster's Asst.	June 30, 1967
Russell	Mary E. Fabry	Teacher	June 30, 1967
Thorndike	Caroline B. Butler	Teacher	June 30, 1967
Agassiz	Alice Groden Daly	Teacher	June 30, 1967
Houghton	Myrtle I. Moore	Teacher	June 30, 1967
Harrington	Edna L. Collins	Teacher	June 30, 1967
M. E. Fitzgerald	Mary P. Marchand	Teacher	June 30, 1967
Webster	Helen E. Gale	Teacher	June 30, 1967
Longfellow	Helen M. Welch	Teacher	June 30, 1967
Longfellow	Alice G. Nolan	Teacher	June 30, 1967
Rindge Tech	Wendel F. Fogg	Teacher	June 30, 1967

Reasons for Resignation: Retirement.

I herewith report the resignations of the teachers named below, to take effect on the date set opposite each name.

School	Name of Teacher	Rank	To Take Effect
(1) High and Latin	Ardith D. B. Kerst	Teacher	June 30, 1967
(2) High and Latin	Blanche Miller Johnsen	Teacher	June 30, 1967
(3) High and Latin	Leslie Sue Mould	Teacher	June 30, 1967
(4) High and Latin	Linda M. Turner	Teacher	June 30, 1967
(5) High and Latin	Aminda L. Nicoloro	Teacher	June 30, 1967
(6) High and Latin	Christine A. Splaine Newnan		June 30, 1967
(7) High and Latin		Teacher	June 30, 1967
(8) M. E. Fitzgerald	Harvena Joan Dillon	Teacher	June 30, 1967
(9) Haggerty	Janice G. Devlin	Teacher	June 30, 1967
(10) Houghton	Leslie E. Dunn	Teacher	June 30, 1967
(11) Longfellow	Mary E. McCabe	Teacher	June 30, 1967
(12) Longfellow	Kathleen H. Eckelberger	Teacher	June 30, 1967
(13) Morse	Margaret M. McLaughlin	Teacher	June 30, 1967
(14) Putnam	Judith S. Bradbury	Teacher	June 30, 1967
(15) Russell	Carea M. Klein	Teacher	June 30, 1967
(16) Russell	Joyce V. MacKay	Teacher	June 30, 1967
(17) Art Department	Judith A. McDonald	Teacher	June 30, 1967

Reasons for Resignation:

(1) Leaving area with husband.
(2) Leaving area with husband
(3) Accept position elsewhere.
(4) Study for Doctor's Degree.
(5) Study abroad.
(6) Letter of Resignation.
(7) Accept position elsewhere.
(8) Accept Graduate Fellowship.
(9) Leaving this area.
(10) Home Maker.
(11) Leaving area with husband.
(12) Leaving this area.
(13) Accept position elsewhere.
(14) Leaving this area (married).
(15) Resigned-personal reasons.
(16) Leaving area with husband.
(17) Home Maker.

I herewith report the resignations of the teachers named below, to take effect on the date set opposite each name.

School	Name of Teacher	Rank	To Take Effect
(18) Music Department	Charles M. Sege	Teacher	June 30, 1967
(19) Physical Education Department	Grace M. Cuthbert	Teacher	June 30, 1967
(20) Elementary French	Helene Rosenstein Bailey	Teacher	June 30, 1967
(21) Houghton	Sue M. Maxwell	Teacher	June 30, 1967
(22) High and Latin	Cynthia B. Larson	Teacher	June 30, 1967

Reasons for Resignation:

(18) Resigned for reasons of professional advancement.
(19) Leaving this area.
(20) Home Maker.
(21) Leaving this area.
(22) Leaving this area.

John M. Tobin
Superintendent of Schools

REPORTS OF COMMITTEES

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to accept the following report of the Sub-committee on Buildings & Grounds and adopt the recommendations contained therein: Mrs. Ackermann, Mr. Duehay, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Fitzgerald "Absent":

COMMITTEE ON BUILDINGS & GROUNDS

Monday, June 26, 1967

Mr. Duehay, Acting Chairman

Present: Mrs. Ackermann, Mr. Good, Mr. Olesen, Mr. Solomons.

Your committee met in the office of Sert, Jackson & Associates, architects for the proposed new Houghton School and inspected a very complete model of the proposed school.

It was voted to recommend that the final design and development plans for the new Houghton School be approved.

It was voted to recommend that the School Committee hold a special meeting on July 18, 1967 for the purpose of (1) making available for public viewing, plans, photographs of the complete model and a small scale model of the final design of the proposed new Houghton School and (2) to receive bids and award contracts for general repairs, etc.

Sert, Jackson & Associates have informed your committee that they will be ready to present final working drawings and specifications for the new Houghton School early in September, 1967 for consideration and action by the School Committee.

Your committee examined bids and specifications received for refurbishing the Business Office and School Committee rooms and it was unanimously agreed to make the award on a complete job basis. It was therefore voted to recommend that a contract be awarded to Ronal Corporation, 13 Ravine Road, Stoneham, for the refurbishing of the Business Office, School Committee rooms and corridor at a total price of $57,751.00.

It was voted to recommend that advertisements be placed immediately for bids to install a burglar alarm system in the High & Latin School and Roberts School.

Your committee wishes to report that bids will be received on July 10 for the general repairs listed below and we will be ready at the suggested special meeting on July 18 to make recommendations for the award of contracts for the work specified.

High & Latin School
Painting Auditorium
Removal & replacement of corridor floors
Removal & Replacement of floor in Music Room
Removal & replacement of floors in band room and rehearsal room
Removal & replacement of floors in corridor and locker rooms
Installation of floor in girls' lavatory
Install draperies in auditorium

Abraham Lincoln School
Painting of Auditorium

Fletcher School
Resurfacing stairs and entrances

Webster School
Installation of Floors

Rindge Tech.
Cleaning of Window Glass

Various Schools
Painting flagpoles

The Chief Custodian reports that he expects to complete the following projects during the summer months prior to opening of school in September:

Fletcher School
Interior painting; installation of outside doors; new floors; installation of ceilings; new floor in library.

Longfellow School
Install new outside doors; new air compressor; sinks in the Domestic Science rooms; new master clock; fire alarm system.

Peabody
Repair outside doors

Roberts
New hot water heater; replace floors; install aluminum doors; repair steam pipes.

Webster
Install classroom floors; painting interior.

High & Latin
Install outside aluminum doors on the Ellery Street side and the middle door of auditorium; new clock system in the old building; install new lights in the old auditorium and in the basement.

Respectfully submitted,
Francis H. Duehay,
Acting Chairman

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Calendar:

On motion by Mr. Solomons, seconded by Mr. Good, it was voted to adopt the text books recommended by the Superintendent at the meeting of June 6, 1967.

On motion by Mrs. Ackermann, seconded by Mr. Duehay, it was voted on the following roll-call to adopt the Superintendent's recommendation for the appointment of personnel for the Cambridge Summer School, set forth in detail in the minutes of the meeting of June 6, 1967: Mrs. Ackermann, Mr. Duehay, Mr. Good, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Olesen voting "Nay"; Mr. Fitzgerald "Absent". The rules having been suspended, a motion by Mrs. Ackermann, seconded by Mr. Solomons, to reconsider the foregoing vote (hoping same would not prevail), failed of adoption.

Question came on bids for furnishing electronic equipment for Rindge Technical School. The Business Manager recommended that Philco Ford Corp., be awarded a contract for furnishing 2 Laboratory Circuit Analysis Trouble Shooting Kits, 13 Transistor Characteristics Laboratory Units and 8 Transistor Circuits and Systems Laboratory Units at a total net price of $7445.00. On motion by Mr. Olesen, seconded by Mrs. Ackermann, it was voted on the following roll-call to adopt the Business Manager's recommendation: Mrs. Ackermann, Mr. Duehay, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Fitzgerald "Absent."

Question came on bids for furnishing Instrumentation Equipment for Rindge Technical School (14th Year). The Business Manager recommended that a contract be awarded to Hickok Teaching Systems, Inc., for furnishing 1 demonstration and Student Flow Loop, 4 Recorder Platters and 4 Wheatstone Bridge Potentiometers, at a total net price of $5,698.00. On motion by Mr. Olesen, seconded by Mr. Good, it was voted on the following roll-call to adopt the Business Manager's recommendation: Mrs. Ackermann, Mr. Duehay, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Fitzgerald "Absent".

Question came on furnishing Office Machines for purchase under Vocational Educational Education Act, PL86-210.

The Business Manager recommended that the contract for furnishing one fully automatic Calculator, Marchant Model, be awarded to the lowest bidder, SCM Corp., 50 Herald St., Boston, at a total price of $855.00. On motion by Mr. Olesen, seconded by Mr. Good, it was voted on the following roll-call to adopt the Business Manager's recommendation: Mrs. Ackermann, Mr. Duehay, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Fitzgerald "Absent".

The Business Manager recommended that the contract for furnishing one Accounting Machine with Stand be awarded the lowest bidder, Burroughs Corp., 92 Hayden Street, Lexington, Mass., at a total price of $1,791.00. On motion by Mr. Olesen, seconded by Mr. Good, it was voted on the following roll-call to adopt the Business Manager's recommendation: Mrs. Ackermann, Mr. Duehay, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Fitzgerald "Absent".

The Business Manager recommended that the contract for furnishing two bookkeeping machines with stands be awarded to the lowest bidder, National Cash Register Co., 539 Commonwealth Avenue, Boston, at a total price of

$1,955.00 On motion by Mr. Olesen, seconded by Mr. Good, it was voted on the following roll-call to adopt the Business Manager's recommendation: Mrs. Ackermann, Mr. Duehay, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Fitzgerald "Absent".

Question came on granting authorization to sell Student Accident Insurance in the Cambridge public schools. The business manager recommended that Miller & Watt, 594 Marrett Road, Lexington, Mass., be authorized to solicit subscribers to their Student Accident Insurance Plan, at a cost of $1.25 per student under the same terms and conditions as were authorized last year. On motion by Mr. Duehay, seconded by Mr. Olesen, it was voted on the following roll-call to adopt the Business Manager's recommendation: Mr. Duehay, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Good voting "Nay"; Mrs. Ackermann "Present"; Mr. Fitzgerald "Absent".

Question came on granting contracts for furnishing athletic equipment. The Business Manager recommended that contracts for furnishing athletic equipment as specified be awarded to Marty Gilman, Inc., at a total price of $46.70; to Holevack & Coughlin at a total price of $5,984.90; to Bucky Warren at a total price of $1,518.35; to Musinsky's Inc., at a total price of $2,329.30; to Sportbilt, Inc., at a total price of $1,101.05, to House of Sports, Inc., at a total price of $1,757.70; and to Champion Knitwear, Inc., at a total price of $1,777.80. On motion by Mr. Olesen, seconded by Mrs. Ackermann, it was voted on the following roll call to adopt the Business Manager's recommendation: Mrs. Ackermann, Mr. Duehay, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Fitzgerald "Absent".

Question came on awarding contracts for furnishing class room furniture.

The Assistant Superintendent recommended that the contract for furnishing 680 Pupils desks and chairs be awarded to the lowest responsible bidder to have the specifications, Twombly Associates, at a total net price of $12,049.60. On motion by Mr. Olesen, seconded by Mrs. Ackermann, it was voted on the following roll-call to adopt Asst. Superintendent Hockman's recommendation: Mrs. Ackermann, Mr. Duehay, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Fitzgerald "Absent".

Assistant Superintendent Hockman recommended that the contract for furnishing 30" x 55" teachers desks be awarded to the lowest responsible bidder to have met specifications, Public Seating Company, at a total price of $625.00. On motion by Mr. Olesen, seconded by Mrs. Ackermann, it was voted to adopt the Assistant Superintendent's recommendation (by roll-call vote): Mrs. Ackermann, Mr. Duehay, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea", Mr. Fitzgerald "Absent".

Assistant Superintendent Hockman recommended that the contract for furnishing 30" x 60" Teachers' Desks be awarded to the lowest bidder to have met specifications, Public Seating Company at a total price of $892.00. On motion by Mr. Olesen, seconded by Mr. Good, it was voted on the following roll-call to adopt the Assistant Superintendent's recommendations: Mrs. Ackermann, Mr. Duehay, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Fitzgerald "Absent".

Assistant Superintendent Hockman recommended that the contract for furnishing executive type Swivel Chairs be awarded to the lowest responsible bidder to have met specifications, Pettingill & Pearl Company at a total price of $288.00. On motion by Mr. Olesen, seconded by Mr. Good, it was voted on the following roll-call to adopt the Assistant Superintendent's recommendation: Mrs. Ackermann, Mr. Duehay, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Fitzgerald "Absent".

Assistant Superintendent Hockman recommended that the contract for furnishing side chairs be awarded to the lowest responsible bidder to have met specifications, Pettingill & Pear Co., at a total price of $396.00. On motion by Mr. Good, seconded by Mr. Duehay, it was voted on the following roll-call to adopt the Assistant Superintendent's recommendation: Mrs. Ackermann, Mr. Duehay, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Fitzgerald "Absent".

Assistant Superintendent Hockman recommended that the contract for furnishing 28-½" File Cabinets be awarded to the lowest responsible bidder to have met specifications, I. F. Corporation at a total price of $945.12. On motion by Mr. Good, seconded by Mr. Olesen, it was voted on the following roll-call to adopt the Assistant Superintendent's recommendation: Mrs. Ackermann, Mr. Duehay, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Fitzgerald "Absent".

Assistant Superintendent Hockman recommended that the contract for furnishing Library Shelving Units be awarded to the lowest responsible bidder to have met specifications, Standard Wood Products at $1,440.00: On motion by Mr. Olesen, seconded by Mr. Good, it was voted to adopt the Assistant Superintendent's recommendation: Mrs. Ackermann, Mr. Duehay, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Fitzgerald "Absent".

Question came on bids received for furnishing paper, pencils and other general school supplies. The Business Manager recommended that contracts be awarded to lowest responsible bidders to have met specifications as set forth in detail below. On motion by Mr. Olesen, seconded by Mrs. Ackermann, it was voted on the following roll-call to adopt the Business Manager's recommendation: Mrs. Ackermann, Mr. Duehay, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Fitzgerald "Absent";

Question came on bids received for furnishing paper, pencils and other general school supplies. The Business Manager recommended that contracts be awarded to lowest responsible bidders to have met specifications as set forth in detail below. On motion by Mr. Olesen, seconded by Mrs. Ackermann, it was voted on the following roll-call to adopt the Business Manager's recommendation: Mrs. Ackermann, Mr. Duehay, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Fitzgerald "Absent":

Henry S. Wolkins Co.	9544.10	Mainco School Supply	1263.15
J. L. Hammett Co.	8555.85	Allen Stationery Co.	2686.92
Saxon Paper Corp.	6963.25	John Carter & Co. Inc.	279.60
Davanna Paper & Film	1756.00	Lindenmeyer Paper Co.	53.75
Milton Bradley Co.	5226.18		
			$36,328.80

Assistant Superintendent Hockman recommended that the contract for furnishing Demonstration Tables for Rindge Technical School be awarded to the lowest responsible bidder to have met specifications, The Tolerton Company, at a total price of $778.50. On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the Assistant Superintendent's recommendation: Mrs. Ackermann, Mr. Duehay, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Fitzgerald "Absent".

The Business Manager recommended that the contract for furnishing one three-section refrigerator for the Roberts School be awarded to the lowest responsible bidder having met the specifications, E. Stamm Inc., at a price of $750.00. On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the Business Manager's recommendation: Mrs. Ackermann, Mr. Duehay, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Fitzgerald "Absent".

The business manager recommended that the contract for printing the 1966 Annual School Report of the Superintendent be awarded to the lowest bidder, Shea Brothers, Inc., at a total price of $810.00. On motion by Mr. Olesen, seconded by Mr. Good, it was voted on the following roll-call to adopt the Business Manager's recommendation: Mrs. Ackermann, Mr. Duehay, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Fitzgerald "Absent".

On motion by Mr. Olesen, seconded by Mrs. Ackermann, it was voted to suspend the rules for the purpose of moving reconsideration of the foregoing votes awarding contracts. A motion by Mr. Olesen, seconded by Mrs. Ackermann, to reconsider the foregoing votes on all awards of contracts, (hoping same will not prevail), failed of adoption.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to accept the report presented by the Superintendent on facilities and equipment for mentally retarded to be included in new schools, spread in its entirety in the minutes of the meeting of June 6, 1967, and that the recommendations contained therein be adopted.

Question came on a proposed amendment to the rules presented by Mr. Olesen at the meeting of June 6, 1967 and seconded by Mr. Fitzgerald that Sec. 10, Chap. III of the Rules be amended by striking out the words 'only' and 'regular' so that the section in its entirety shall read as follows: "Sec. 10. Reconsideration. The action of the committee on any question shall not be reconsidered at the same meeting except under suspension of rules. If any member shall give notice in writing to the secretary at the meeting or before 5 p. m. of the second day following that on which the meeting was held, of his intention to do so, he may move reconsideration at the next meeting of the Committee. Only one motion for this purpose shall be in order." On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to place the foregoing proposed amendment, on the table.

On motion by Mrs. Ackermann, seconded by Mr. Good, it was voted on the following roll-call to adopt the Superintendent's recommendation presented at the meeting of June 6, 1967, that Joseph G. Sateriale be appointed Director of Mathematics at a salary of $12,220.00 per year effective September 1, 1967: Mrs. Ackermann, Mr. Duehay, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Fitzgerald "Absent". The rules having been suspended, a motion by Mr. Good, seconded by Mr. Olesen, to reconsider the foregoing vote, (hoping same would not prevail) failed of adoption.

Question came on the Superintendent's recommendation that Robert Bennett be appointed Director of Public Relations at a salary of $12,220.00 per year, effective Sept. 1, 1967. The Superintendent recommended that, inasmuch as he had presented a letter from Mr. Bennett earlier in this meeting declining the appointment, this matter be referred back to the Board of Examiners and the special committee appointed to screen candidates for this position, for further recommendation. On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted to adopt the Superintendent's recommendation that the matter be referred back for further recommendation.

Question came on a report from the Board of Examiners that they were unable to recommend a Director of Social Studies at this time and respectfully requesting permission to advertise this position again in the fall. Mrs. Ackermann moved, seconded by Mr. Solomons, to adopt the report. On the following roll-call the motion failed of adoption. Mrs. Ackermann, Mr. Duehay, and Mr. Solomons voting "Yea"; Mr. Good, Mr. Olesen, and Mayor Hayes voting "Nay"; Mr. Fitzgerald "Absent". It was then voted to adopt a motion by Mr. Good, seconded by Mr. Olesen, that the report from the Board of Examiners be placed on the table.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation presented at the meeting of June 6, 1967 and spread in its entirety therein on personnel eligible for appointment to the summer After School Centers Program: Mrs. Ackermann, Mr. Duehay, Mr. Good, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Olesen "Present"; Mr. Fitzgerald "Absent". The rules having been suspended, a motion by Mr. Good, seconded by Mr. Solomons, to reconsider the foregoing vote (hoping same would not prevail) failed of adoption.

Awaiting Report:

Conforming to an order that he report on the possibility of including in the curriculum for all members of the senior class of both high schools, a course in public speaking, the Superintendent presented the following report:

Office of the
Superintendent of Schools
1700 Cambridge Street
Cambridge, Massachusetts 02138

June 16, 1967

ORDERED:
May 16, 1967

That the School Committee, being aware of the great importance of the ability of man to express his ideas, requests the Superintendent to investigate the possibility of including in the curriculum for all members of the senior classes at both High & Latin School and Rindge Technical School, a course in public speaking and to report to the School Committee his findings not later than June 20, 1967.

At my request, Mr. Robert Guest, teacher of Oral English at Cambridge High and Latin School, prepared the report which is attached. His statement that "Speech is a subject that should be encouraged but not forced upon the student especially at the secondary level" must be weighed carefully.

There is the added fact that making a course in Public Speaking mandatory for all seniors would accordingly limit the present flexibility which pupils now enjoy in their choice of subjects.

The Superintendent is of the opinion that the present policy of continuing classes in Oral English on an elective basis is a sound one.

He feels that the present schedule of courses is sufficient to meet the needs of the pupils.

He recommends that the present organizational pattern be continued.

Very truly yours,
John M. Tobin,
Superintendent of Schools

Attach:

The Speech Class should include no more than twenty students. Participation is the main purpose of any speech class and this maximum number of twenty provides for a maximum amount of participation.

The minimum amount of class meetings per week should be two. One class meeting per week would not develop security or skill needed by the secondary school student. On the elementary level, one class meeting per week could serve as an introduction.

Speech is a subject that should be encouraged but not forced upon the student especially on the secondary school level.

Speech is a subject that should be available to the secondary school student as it is excellent college or business preparation. When speech is made mandatory, it becomes a task rather than a training.

To make Speech a required subject on any grade level in the Cambridge School system would require a large teaching staff and a great teaching load.

Speech should never be a half year subject as a full year is needed to develop security or to permit improvement.

At the present time in Cambridge High and Latin School, Speech is encouraged and available. To make Speech mandatory for such a large student body would defeat the purpose of Speech Classes which should be allowed to develop within students an interest in and a desire for such a subject.

Although the desired maximum is twenty students in a class, the number has exceeded this and all students who have so indicated have been permitted to take a Speech Course or to participate in an activity.

Speech is mandatory in some smaller school systems along with English, Science, etc. In small school systems, the students' needs and interests cannot be cultivated but must be directed.

In the Cambridge School System (and in Cambridge High and Latin) the student body is made aware of speech through the many activities (Morning Announcements, Public Productions, Conventions, Drama Festivals, Speech Contests, Civic Activities, etc.) and when interest is developed or encouraged, the classes are available.

Larger enrollment or a greater need should result in more classes but the need is being met in Cambridge High and Latin at the present time.

SPEECH CLASSES
CAMBRIDGE HIGH AND LATIN SCHOOL

1. Speech One
    a. Class meets twice a week
    b. Four credits
    c. There are three separate classes
        Monday and Wednesday Period A
        Tuesday and Thursday Period C
        Monday and Wednesday Period E

d. The purpose of the course is to introduce students to the mechanics of speech and to provide them with an opportunity to use this knowledge.
e. Classes opened to Freshmen, Sophomores, Juniors, Seniors.

2. Speech Two
   a. Class meets twice a week
   b. Four credits
   c. The purpose of this course is to advance the students' knowledge of the speaking voice and to increase his skill.
   d. Class opened to Sophomores, Juniors, Seniors.

3. Speech Three
   a. Class meets five times a week
   b. Ten credits
   c. The purpose of the course is to create voice consciousness through the understanding of Literature.
   d. Class opened to Juniors and Seniors

Speech Four
a. Class meets five times a week
b. Ten credits
c. The purpose of the course is to give the senior speech student the opportunity of testing his vocal knowledge and skill in the manner in which he will use them in his further education or business.
d. Class opened to Seniors.

Classes are aimed at grade level and not at experience or knowledge. A Senior may take Speech Four without taking Speech One, Two, or Three.

OTHER CLASSES

Debate
a. Class meets five times per week
b. Ten credits
c. The purpose of this course is to give the student the knowledge of oral discussion and debate
d. Class opened to Freshman, Sophomores, Juniors, Seniors.

Special Class
a. Class meets one day a week
b. Two credits
c. There are three separate classes
   Friday Period A
   Friday Period C
   Friday Period E
d. The purpose of this class is to correct any shortcomings which affect the speech pattern of the student. It is a practice class.
e. Class opened to Freshmen, Sophomores, Juniors, Seniors.

OTHER ACTIVITIES

Play Productions:

Auditions are opened for the complete student body. These productions include:

- Shakespeare Play (or classic)
- Interclass Plays
- Musical
- Drama Festival Play

Speech Activities:

Opened for the complete student body. These activities include:

- Morning Announcements
- Proclamations
- Speech Contests
- Elks Flag Day
- Cambridge April 19, Exercises

Conventions:

Opened for the complete student body. Students have participated (as guest speakers or performers) in:

- New England Theater Conference, Brandeis University
- Speech Day, Boston College
- Secondary School Drama Day, Tufts University

On motion by Mr. Good, seconded by Mrs. Ackermann, it was voted that the foregoing report on including a course in public speaking in both high schools, be referred back to the Superintendent for report on both high schools.

The Director of Physical Education and Athletic Activities, Joseph A. Kozlowsky, presented the following report on the electric score board at Russell Field and on motion by Mrs. Ackermann seconded by Mr. Solomons, it was voted that the matter be referred to the Committee on Buildings and Grounds with authority to act in advertising for bids and awarding contracts, at a price not to exceed $5,000.00: Mrs. Ackermann, Mr. Duehay, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Fitzgerald "Absent":

June 27, 1967

Cambridge School Committee
Cambridge, Massachusetts

Dear Sirs and Madam:

I have been in conference with Mr. Noble, Mr. Fratto, Mr. Cowles and Mr. Crocker in regards to the proposed electric scoreboard to be installed at Russell Field. From a preliminary survey of costs involved to supply and erect a combination football-baseball electric scoreboard, prices ranged from $3650 to $5000, with the electric service being brought to the board by the city with an estimated cost of no more than $200 additional.

The following types of scoreboards were selected as suitable for our needs: Fairplay FB-50-A2, Nevco 2400, Naden N624 IV and All American V 713. The scoreboard would be located at the north-west end of the football field.

As per your request I met with Mr. Paul Cowles and Mr. William Crocker for the implementation of this project. It was agreed to have detailed specifications drawn up by Mr. Cowles and Mr. Crocker for a combination football-baseball scoreboard as named above or equal.

When specifications are ready, the city purchasing office will advertise for bids. There was a sum of $3000 allocated in the athletic budget for the scoreboard. We hope the low bid will not be in excess.

Will you please inform the City Manager and the Superintendent of Education that the School Department will pay for this scoreboard and authorize them to proceed and further advise them as to what action they are to follow if the low bid is above $3000.

It will take approximately one month for installation from the date that the bid award is made. Therefore it is important that someone should be in a position to make the decision when the bids are opened.

Sincerely yours,
Joseph A. Kozlowsky

On motion by Mr. Good, seconded by Mr. Olesen, it was voted to authorize the Superintendent to excuse civil service employees from reporting for duty on Monday, July 3, wherever feasible.

It was voted to adopt a motion, offered unanimously, that in recognition of many years of public service to the City of Cambridge, and in particular to the school children of Cambridge, the auditorium-gymnasium section of the new Thorndike-Putnam School be named in honor of James F. Fitzgerald, and that an appropriate plaque indicating the action of the School Committee be erected at the entrance to this section of the new school at the completion of the construction of this new school.

It was voted to adopt a motion offered jointly by Mrs. Ackermann and Mr. Solomons that the Superintendent investigate the cost to the School Department of subscribing to a service that matches potential college students to college vacancies by computer.

On motion by Mr. Good, seconded by Mr. Olesen, it was voted to convey to Mrs. Margaret K. McDonough, cashier in the cafeteria at the Peabody School, the School Committee's sincere sympathy upon learning of the death of her husband.

On motion by Mr. Good, seconded by Mrs. Ackermann, it was voted that the Superintendent investigate the Home Study Program explained in a brochure entitled "Our Schools" dated June 1967 and published by the Watertown School Department, with particular emphasis to a "school-to-home" telephone instruction system; and, further, to report to the School Committee at his earliest convenience on the possibility of using this in the Cambridge School System.

Mr. Good moved, seconded by Mr. Olesen, that whereas the appointment of Mr. Sateriale as Director of Mathematics creates a vacancy in the position of Head of the Mathematics Department at Rindge Technical School, that John J. Terry, Jr., the only other candidate to have taken the examination for the position of Head of Mathematics Department at Rindge Technical School at the time Mr. Sateriale was appointed Head of the Mathematics Department, be appointed Head of the Mathematics Dept. at Rindge Technical School, effective September 1, 1967. Mrs. Ackermann offered a substitute motion, seconded by Mr. Solomons, that the Superintendent make necassary arrangements to fill the vacancy of Head of the Mathematics Department at Rindge Technical School in accordance with the rules of the School Committee. Mr. Duehay objected to action on the main motion and the substitute motion at this meeting and the chairman ordered both motions be placed on the 'calendar' as required by the rules.

On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted to convene in executive session.

The Superintendent recommended the election of the persons named below to the schools and with the rank and salary indicated in each case to be effective September 1, 1967 for a period of one year:

Provisional:

School	Teacher	Rank	Salary
Harrington	Sally Rae Viner	Teacher (Kdg.)	$5600
Peabody	Sarah Butler	Teacher (Gr. 1)	5600
Morse	Linda Frost	Teacher (Gr. 1)	5600
A. Lincoln	Mrs. Joanne M. Ginn	Teacher (Gr. 5)	6200
Houghton	Laurel Oliver	Teacher (Gr. 6)	6200
Houghton	Marjorie L. Beecher	Teacher Gr.)	5600
Elementary	Mrs. Paula M. Evans	Teacher-French	6200
Rindge Tech.	Joseph K. Sullivan	Teacher-Foreign Class	5600
Rindge Tech.	Charles M. Horn	Teacher-Science	5600
Permanent			
Elementary	Eileen M. Farrell	Teacher	7300
High & Latin	Ann G. Hilferty	Teacher-Foreign Class	7200

The chairman ordered the Superintendent's recommendation placed on the 'calendar' as required by the rules. On motion by Mr. Good, seconded by Mrs. Ackermann, it was voted to suspend the rules for the purpose of taking action on the Superintendent's recommendation at this meeting. On motion by Mr. Good, seconded by Mr. Olesen, it was voted on the following roll-call to adopt the Superintendent's recommendation that the persons listed above be elected teachers in the Cambridge School Department in accordance with the recommendation: Mrs. Ackermann, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Duehay and Mr. Fitzgerald "Absent". The rules were again suspended for the purpose of moving reconsideration of the foregoing vote. A motion by Mr. Olesen, seconded by Mr. Good, to reconsider the vote adopting the Superintendent's recommendation (hoping same would not prevail) failed of adoption.

On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the Superintendent's recommendation that the following personnel be approved as eligible for appointment to the Early Childhood Development program: Mrs. Ackermann, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yes"; Mr. Duehay and Mr. Fitzgerald "Absent". The rules having been suspended, a motion by Mrs. Ackermann, seconded by Mr. Olesen, to reconsider the foregoing vote (hoping same would not prevail) failed of adoption:

TEACHERS

Barbara Altman
Diane Beatrice
Ann Bergin
Donna Burke
Eileen Dowcett
Linda Filiurin
Aileen Gruben
Karen Jorgensen
Joyce McKay
Mary Mroz
Wilma Mumma
Mary Penders
Elizabeth Stressinger
Mary Walsh
Diane Berman
Brenda Corcoran
Amy Jacobson
Alice Romanker
Evelyn Stevenson
Christine Berka
Judith Fitzpatrick
Mary E. Ford
Barbara Gillroy
Joan Kalafatas
Susan Noonan

TEACHER AIDES

Katherine Barry
Cathy Cody
Doreen Colella
Mary Collins
Mary Costa
Dorothy Davis
Eleanor Davis
Joan Davis
Mary DePasquale
Barbara Gilboy
Eileen Henry
Ann Inkelis
Elaine Kelley
Paula Kennedy
Kay Lund
Stella Nichola
Katherine Marco
Ruth Pappas
Ruth Ward
Pauline Zaksgewski

On motion by Mr. Duehay, seconded by Mr. Olesen, it was voted to convene in regular session.

On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted to ratify and affirm the votes taken in executive session.

On motion by Mr. Good, seconded by Mrs. Ackermann, it was voted to adjourn.

ADJOURNED:

Edward J. O'Connell
Secretary of the School Committee

SCHOOL COMMITTEE
(Official Report)

SPECIAL MEETING:

Tuesday, July 8, 1967

Called by vote of the School Committee, taken at the meeting of June 28, 1967 for the following purposes: 1) To make available for public viewing plans, photographs and slides of a complete model of the proposed new Houghton School and a small scale model of the final design of the proposed new school; 2) To consider and act on bids and award contracts for general repairs, etc.; 3) To consider and act on proposed repairs to the Haggerty School; 4) To consider and act on the Superintendent's recommendations relative to election of new teachers; 5) To consider and act, in executive session, on procedures for negotiations of new contract with the Cambridge Teachers' Association.

Members present: Mrs. Ackermann, Mr. Duehay, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes.

Mayor Hayes in the chair.

Messers Jackson and Krueger, representing the firm of Sert, Jackson & Associates, architects for the proposed new Houghton School exhibited a scale model of the new school together with drawings, slides, etc. At the conclusion of the discussion the chairman expressed the School Committee's appreciation to Mr. Jackson and Mr. Krueger for their kindness in attending the meeting.

On motion by Mr. Good, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the recommendations of the Sub-committee on Buildings and Grounds that contracts for general repairs be awarded the lowest responsible bidders as set forth below: Mrs. Ackermann, Mr. Duehay, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Fitzgerald "Absent". The rules having been suspended a motion by Mr. Duehay, seconded by Mr. Solomons, to reconsider the foregoing vote (hoping same would not prevail) failed of adoption:

Painting Auditorium—High & Latin School S. Rosenthal & Sons, Inc., Cambridge	$3,663.00
Painting Auditorium—Abraham Lincoln School John W. Egan Co., New Centre	$4,262.00
Removal & Replacement of Floors, Corridor & Locker Rooms—High & Latin School, M. Frank Higgins Co., Inc., Boston	$2,416.00
Installation of floors, Girls' Lavatory—High & Latin School M. Frank Higgins Co., Inc., Boston	$1,607.00
Aluminum Door Entrances—Fletcher School Allstate Glass Corporation, Somerville	$3,799.00
Removal & Replacement of Corridor Floors—High & Latin School J. Prain, Jamaica Plain	$1,889.00
Removal & Replacement of Floor in Music Room—High & Latin School, M. Frank Higgins, Boston	$1,492.00
Removal & Replacement of Floors, Band Room & Rehearsal Room—High & Latin School, M. Frank Higgins Co., Inc.	$1,786.00
Draperies—High & Latin School Auditorium Mass. Motion Picture Services, Inc.	$1,770.00
Cleaning Window Glass—Rindge Technical School Middlesex Cleaning, Inc.	$ 962.00

Installation of Floors—Webster School J. Praino, Jamaica Plain	$3,659.00
Installation of Floors—Fletcher School J. Praino, Jamaica Plain	$2,769.00
Resurfacing Stairs and Library Floor—Fletcher School J. Praino, Jamaica Plain	$2,971.00
TOTAL FOR ABOVE	$33,055.00
Furnishing and Installing Window Shades—High & Latin School John M. Walker Co.	$1,944.00
Repairs to Steam Traps and Replacing Hot Water Heater— Roberts School, Walter J. Roche, Cambridge	$4,550.00
Repairs to Steam Traps and New Automatic Control Air Compressor— Longfellow School, Walter J. Roche, Cambridge	$3,515.00
Aluminum Doors and Frames—Longfellow Elementary School Allstate Glass Corp., Somerville	$7,868.00
Aluminum Doors and Frames—Webster School Allstate Glass Corp., Somerville	$5,547.00
Aluminum Doors and Frames—Roberts School Allstate Glass Corp., Somerville	$3,646.00
Aluminum Doors and Frames—High & Latin School 190 Broadway, Somerville	$8,198.00
Interior Painting—M. E. Fitzgerald School John D. Ahern, Everett	$17,620.00
TOTAL FOR ABOVE	$52,888.00
GRAND TOTAL FOR ALL CONTRACT AWARDS	$85,943.00

On motion by Mr. Olesen, seconded by Mr. Good, it was voted to adopt a recommendation of the Sub-committee on Buildings & Grounds that all bills for over-time submitted by School Department custodians for time worked while the swimming pools were being repaired, be returned to the Assistant City Manager with the recommendation that they be paid by some other appropriate department of the City government.

On motion by Mr. Olesen, seconded by Mr. Good, it was voted to make part of the minutes the following communication from the Assistant City Manager relative to the repair program now underway at the Haggerty School:

July 14, 1967

To Hon. Daniel J. Hayes, Jr., Mayor

From John H. Corcoran, Assistant City Manager

I just want to take this occasion to summarize the work program which we have scheduled for the Haggerty School this summer. Contracts have been awarded to the following companies:

1. American Aluminum Corporation, 767 Eastern Avenue, Malden, Massachusetts, are going to replace all of the wood sash windows and wooden frames with aluminum windows and frames which are to be glazed hopefully with unbreakable material.

2. Capitol Door and Window Company, 172 Hampden Street, Rox-

bury, Massachusetts, will replace five exterior doors with aluminum doors similar to those used in other public buildings.

3. M. Frank Higgins Co., Inc., 20 East Street, Boston, Massachusetts, was awarded the contract for installing vinyl absestos floor tile in all areas of the Haggerty School from the basement to the second floor, including classrooms, corridors and stairways.

Our Public Works Department is now engaged in a program of installing acoustical ceiling tile. Upon completion of a painting project at the Nurses' Home, the Public Works Department will relocate in the Haggerty School and paint all the classrooms. At the present time Mr. DeLoria is selecting the colors to be used and will shortly be in touch with us. I expect to hear from him early in the week of July 17, 1967.

Mr. Crocker, our City Electrician, will replace certain electrical fixtures which he considers to be in need of replacement and otherwise secure the existing fluorescent fixtures where necessary.

It is my understanding that the School Department masons will waterproof the exterior of the building commencing shortly after Labor Day.

Yours truly,
John R. Corcoran
Assistant City Manager

The Superintendent regretfully reported the death, on July 18, 1967, of John D. Creedon, a teacher at the Rindge Technical School. On motion by Mr. Good, seconded by Mr. Duehay, it was voted to express to Mr. Creedon's family the School Committee's sincere sorrow upon learning of his death.

The Superintendent reported the death of John J. Sheehan, Master Emeritus of the Cambridge High & Latin School and on motion by Mr. Good, seconded by Mr. Solomons, it was voted to express to Mr. Sheehan's family the School Committee's sincere sorrow upon learning of his death.

On motion by Mr. Solomons, seconded by Mr. Olesen, it was voted to refer to the Superintendent and Assistant Superintendents for study and report the proposed contract presented by the Cambridge Teachers Association.

The Superintendent recommended the election of the following persons to the schools and at the salary indicated in each case, effective September 1, 1967. The chairman ordered the recommendation placed on the 'calendar' as required by the rules. On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to suspend the rules for the purpose of taking action on the Superintendent's recommendation at this meeting. On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was then voted to adopt the Superintendent's recommendation that the persons named below be elected teachers in the Cambridge School Department: Mrs. Ackermann, Mr. Duehay, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Fitzgerald "Absent":

High & Latin School	Luise Anne Cahill	Teacher-English	$5600 per yr.
Elementary Schools	Avis M. Levy	Teacher	5600 per yr.

The rules having again been suspended a motion by Mr. Good, seconded by Mr. Solomons, to reconsider the foregoing vote, failed of adoption.

The Superintendent recommended that the name of Judith A. Devine be added to the list of applicants for positions in the Summer School. On motion by Mr. Good, seconded by Mrs. Ackermann, it was voted to suspend the rules for the purpose of taking action on the Superintendent's recommendation. On motion by Mr. Good, seconded by Mrs. Ackermann, it was voted to adopt the Superintendent's recommendation that the name of Judith A. Devine be added to the list of applicants for positions in the Summer School.

The Superintendent recommended that Mrs. Miriam Eccles, Mrs. Audrey Kelly and Mrs. Rose Lee be approved as eligible for appointment to the Early Childhood Development Program as teacher aides. On motion by Mr. Solomons, seconded by Mr. Olesen, it was voted to suspend the rules for the purpose of acting on the Superintendent's recommendation at this meeting. On motion by Mr. Solomons, seconded by Mr. Olesen, it was voted to adopt the Superintendent's recommendation.

It was voted to reconvene in regular session.

On motion by Mr. Solomons, seconded by Mr. Good, it was voted to ratify and affirm the votes taken in executive session.

It was voted to adjourn;

ADJOURNED.

EDWARD J. O'CONNELL
Secretary of the School Committee

REGULAR MEETING:

Tuesday, Sept. 5, 1967

Members present: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes.

Mayor Hayes in the chair.

Having filed the proper notice required by the rules, Mr. Fitzgerald moved, seconded by Mr. Duehay, to reconsider the vote taken at the regular meeting held on June 28, 1967 adopting the motion "That Henry Preston, junior building custodian assigned to the Longfellow School, be granted leave of absence without loss of salary from May 17, 1967 to June 13, 1967, because of illness." It was unanimously agreed to refer the motion to reconsider to executive session.

On motion by Mr. Good, seconded by Mr. Solomons, it was voted that the minutes of the regular meeting of June 28, special meeting of June 29 and special meeting of July 28, 1967, be approved as presented.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was unanimously voted to suspend the regular order of business for the purpose of introducing at this time a motion relating to the plans for the proposed new Russell School.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that the schematic design-phase plans of the proposed new Russell-Haggerty School, dated September 5, 1967 and presented by Pietro Belluschi, Principal Architect, Sasaki, Dawson, Demay Associates, Inc., associate architects, be and the same hereby are approved.

The regular order of business was resumed.

On motion by Mr. Olesen, seconded by Mr. Good, it was voted to make part of the minutes the following communication from the Haggerty School PTA relative to the renovation of the Haggerty School:

> Aug. 30, 1967
>
> Mayor Daniel J. Hayes, Jr.,
> Chairman, School Committee
> Cambridge, Mass.
> Dear Mayor Hayes:
>
> On behalf of the parents with children attending the Haggerty School, I wish to express our sincere thanks to you and the Members of the school committee who have voted to retain the Haggerty School with complete renovation.
>
> I had the opportunity to walk through the school while it was being renovated. It was unbelievable: New tiled floors, gaily painted classrooms, two-tone storm windows, new blackboards and many more adjustments that replaced the drab features of the old school. You have no idea how beautiful our school looks now, and how happy you have made the children and the parents in this neighborhood.
>
> You cannot help but wonder what a pity it would have been if all our city leaders, once again turned a deaf ear to the pleas of the

citizens of this community. After walking proudly through our newly renovated Haggerty School we can finally say "Hurrah, at last we have been recognized, our dream came true."

Thank you.

Respectfully,
/s/ Mrs. Robert Sanford
President, Haggerty School PTA

There being no objection the chairman ordered place on file communications from School Committeeman Gustave M. Solomons, thanking the committee for their nice rememberance during his recent illness; from John R. McCarthy, Secretary of the Superintendent, for their kind expression of sympathy at the time of his father's death; from Mrs. John J. Sheehan, thanking the committee for their kind expression of sympathy at the time of the death of her husband, Master Emeritus of the High & Latin School.

On motion by Mr. Good, seconded by Mr. Olesen, it was voted to suspend the regular order of business for the purpose of presenting a motion relating to the death of Mr. Sheehan.

On motion by Mr. Good, seconded by Mr. Solomons, it was voted that a sub-committee of three be appointed by the chairman to establish a suitable memorial to the memory of the late John J. Sheehan, Headmaster Emeritus of the Cambridge High & Latin School. The chairman appointed the following sub-committee:

John A. P. Good, Chairman
Francis H. Duehay
George F. Olesen, Jr.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to make part of the minutes the following communication from the Division of Civil Service:

DIVISION OF CIVIL SERVICE

July 11, 1967

Edward J. O'Connell, Secretary
School Committee
Cambridge, Mass.

Dear Sir:

This is to certify that Richard J. Nixon, Jr., has passed the qualifying examination for promotion to Chief Supervisor of Attendance, Cambridge School Department as prescribed under the law. Note should be made on your records accordingly.

Very truly yours,
/s/ W. Henry Finnegan, Director

There being no objection the chairman ordered placed on file a communication from Assistant Superintendent Edward A. Conley thanking the committee for their kind expression of sympathy at the time of the death of his mother.

On/motion by Mr. Duehay, seconded by Mr. Good, it was voted to place on file a communication from the North Adams School Committee relative to a bill in the Mass. Legislature increasing the yearly minimum salary for teachers from $5,000.00 to $5,750.00.

On motion by Mr. Duehay, seconded by Mr. Good, it was voted to acknowledge receipt from the Labor Relations Commission of a decision in the matter of the Cambridge School Committee and the American Federation of State, County & Municipal Employees, together with Notice of Election for the purpose of determining whether certain employees desire to be represented for the purposes of collective bargaining by American Federation of State, County and Municipal Employees; and further, that the Superintendent of Schools, or his designee, be appointed as the authorized observer.

SUPERINTENDENT OF SCHOOLS
(Reports and Recommendations)

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the Superintendent's recommendation that in addition to sums previously appropriated the following amounts be appropriated to the accounts indicated:

P. L. 864 D-9 Educational & Recreational	$ 125.00
P. L. 864 D-17 Textbooks	150.00
P. L. 864 G-11 Equipment for Rindge	2,003.20
	$2,278.20

— said sum of $2,278.20 to be provided by transfer from School Department Revolving Account PL864: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

On motion by Mr. Fitzgerald, seconded by Mr. Fitzgerald, it was voted to accept the following resignations of teachers:

I herewith report the resignation of the teachers named below, to take effect on the dates set opposite each name.

	School	Name of Teacher	Rank	To Take Effect
1	Camb. High & Latin	Janet M. DeRonde	Teacher	August 31, 1967
2	Camb. High & Latin	Beverly R. Martin	Teacher	August 31, 1967
3	Camb. High & Latin	Nancy Gelowtsky	Teacher	August 31, 1967
4	Rindge Technical	Michael P. O'Leary	Teacher	August 31, 1967
5	Rindge Technical	Joseph P. Martignetti	Teacher	August 31, 1967
6	M. E. Fitzgerald	Helen R. (Morris) Boyle	Teacher	August 31, 1967
7	Harrington	Kathleen M. Meehan	Teacher	August 31, 1967
8	Harrington	Sara Carolyn Shelley	Teacher	August 31, 1967
9	Houghton	Ann P. Watford	Teacher	August 31, 1967
10	Houghton	Ann Scott	Teacher	August 31, 1967
11	Longfellow	Andres S. Stone	Teacher	August 31, 1967
12	Russell	Judith T. DeStefano	Teacher	August 31, 1967
13	Thorndike	Margaret A. Phetteplace	Teacher	August 31, 1967
14	Thorndike	Alexandra Normile Driscoll	Teacher	August 31, 1967

The Superintendent reported the retirement of Catherine J. Donovan, for twenty-three years a secretary in the Cambridge School Department, assigned to the High & Latin School, to be effective September 5, 1967. On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to express to Miss Donovan the School Committee's regret upon learning of her retirement and their sincere appreciation for the long years of faithful and efficient service.

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the Superintendent's recommendation that the employment of Henry J. Morris, teacher at the Putnam School, as Federal

Coordinator be renewed at a stipend of $500.00 above his salary as a teacher, effective September 1, 1967: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

The Superintendent reported that in February of this year the School Committee approved a plan under which were requested funds for an Adult Basic Education Program under provisions of Title IIB of the Economic Opportunity Act. In March the School Department was informed that there would be no funds available until the next fiscal year and then only a limited amount. Last month the School Department was funded for a limited program which it is recommended will begin during the last week of September and end the second week in December, 1967, for a total of 34 classes of 2 hours each. Instruction will be provided for adult citizens who have not completed their eighth grade education. Of the $5,911.00 approved by the State Department of Education, an expenditure of $845.00, in local matching funds, will be necessary. The Superintendent further recommended that authorization for the program and for the expenditure of $845.00 from School Department budget be granted so that personnel may be recruited and recommended to the School Committee and the registration of interested adults can begin. On motion by Mr. Olesen, seconded by Mrs. Ackermann, it was voted on the following roll-call, to adopt the Superintendent's recommendations: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that the following School Calendar be adopted:

First Term: September 7, 1967 to December 22, 1967	74 days
Second Term: January 2, 1968 to February 16, 1968	34 days
Third Term: February 26, 1968 to April 11, 1968	34 days
Fourth Term: April 22, 1968 to June 21, 1968	43 days
	185 days

First Term: September 5, 1968 to December 23, 1968

The Superintendent reported that the following persons who were appointed teachers in the Cambridge School Department, effective September 1, 1967, have declined the appointment:

High & Latin School	Joanne C. Goldner	Teacher-French
High & Latin School	Kathleen A. Rykoski	Teacher-Home Economics
Unassigned	Lucille A. Thome	Primary Grade Teacher

On motion by Mr. Good, seconded by Mr. Olesen, it was voted to adopt the Superintendent's recommendation that Mrs. Catherine M. Cotter, teacher at the Houghton School, having filed the proper forms required by the rules, be granted Maternity Leave of Absence in accordance with the rules from September 1, 1967 to September 1, 1969.

The Superintendent recommended that approval be granted the following proposal to establish a course for Medical Record Technicians at the Rindge Technical Institute at the thirteenth year, together with cost estimates. On motion by Mrs. Ackermann, seconded by Mr. Good it was voted on the following roll-call to adopt the Superintendent's recommendation: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

RINDGE TECHNICAL SCHOOL
Broadway at Irving Street
Cambridge, Mass. 02138

Robert R. Sweeney, Headmaster and Director of the Technical Institute at Rindge

August 29, 1967

Proposal to Establish a Course For Medical Record Technicians at The Rindge Technical Institute at the Thirteenth Year.

Mr. John M. Tobin
Superintendent of Schools
Cambridge School Department
Cambridge, Massachusetts

Dear Mr. Tobin:

I submit herewith a proposed 10-month curriculum to train Medical Record Technicians at the level of the thirteenth year in the Technical Institute at Rindge.

A great need exists in the Cambridge/Boston area for persons trained in this field. There is at present only one accredited institution in New England offering training for medical record technicians - the one-year program at St. Joseph's Hospital in Lowell, Massachusetts - and that institution is forced to restrict its classes to 12 students because of its limited facilities. Most of its graduates are absorbed by hospitals in the immediately surrounding area. Cambridge and Boston hospitals, in the face of the increasing need for trained personnel to handle vast and complicated Medical Records systems, offer excellent salaries and rapid advancement for graduates in this field, as well as a choice of working hours round-the-clock, seven days a week.

Hospitals thus far have been unable to train sufficient personnel to meet the urgent need for qualified employees in any of the various health careers, and all hospitals indicate serious shortages of properly trained staff members. Analysts of manpower training in the United States stress the need for creating new sources of trained personnel. However, most educational institutions are not qualified to assume responsibility in the area of training medical personnel. The Cambridge School Department is in a unique position, in that the Technical Institute at Rindge has received an offer of generous technical and financial assistance from the Children's Hospital Medical Center (CHMC) for the establishment of a training program for Medical Record Technicians.

Such a training program would provide a rare career opportunity for our young people who have not acquired the background in mathematics which would make them eligible for the post-secondary programs we now offer in electronics and instrumentation. The prerequisite skill required of a high school graduate desiring to enroll in a Medical Record Technician program is a proficiency in typing, at a minimum speed of 45 words per minute.

Because of the interest of Children's Hospital Medical Center is enabling a public school system to make this important career opportunity available to its students, we are able to propose the following program:

— a curriculum of theoretical instruction designed by the Director of the Medical Records Department (an experienced R.R.L.*) at CHMC, in accordance with the requirements established by the national professional accrediting body for Medical Record Technicians: The Council on Medical Education and Hospitals of the A.M.A. and the American Association of Medical Record Librarians;

— practical experience in a hospital environment, as required by A.A.M.R.L., using CHMC accredited facilities as the site for our students' Directed practice, under the supervision of the Technical Institute instructors.

On this basis, we would be able to offer our students high calibre training, at minimum cost to the school system. CHMC is accredited as a teaching facility by the Council on Medical Education and Hospitals of the A.M.A. and the American Association of Medical Record Librarians, and, of course, is world famous as a medical institution.

Through its relationship with other accredited (A.M.A./A.A.M.R.L.) hospitals, CHMC will arrange for visits to other facilities to provide additional learning experiences not available at CHMC, and thus insure a complete range of experience in the Directed Practice segment of the curriculum, which comprises approximately fifty percent of the course time in this program. Children's Hospital Medical Center has agreed to allot the necessary portion of their Medical Record Director's time, an approximate value of $2,500 to be paid by CHMC, in order that she be available to direct the curriculum, and provide any necessary supervision and consultation for the other instructors employed by the School Department. Before any candidates for teaching positions in the Medical Records Technician program are submitted for School Committee approval she will review their professional credentials to insure that candidates are properly qualified and meet the standards of A.A.M.R.L. and CHMC.

Faculty: The A.A.M.R.L. guidelines require a teacher/student ratio of one full-time faculty member per fifteen students, and we propose an initial class limited to 26, at the recommendation of the CHMC, based on their capacity to schedule the periods for our students' Directed Practice. Thus, we will require one full-time person, and additional part-time instructors as necessary to cover all the topics itemized in the curriculum outline.

We are extremely lucky in that, despite the scarcity of professional Medical Record Librarians possessing Bachelors' Degrees and qualified to teach these skills, we have succeeded in locating an outstanding candidate for the one full-time position we need to fill: A Curriculum Coordinator, to supervise half the class in Directed Practice, assist the CHMC Medical Director in arranging schedules and coordinating use of hospital facilities and equipment, and teach one-half of the theory course in Medical Record Science and Laboratory.

The arbiter of standards in the Medical Record Field, the A.A.M.R.L., requires that programs in Medical Record Science meet stringent curriculum specifications to insure the competence of graduates on their accrediting exam, and to provide a common standard of performance in the field throughout the country. The A.A.M.R.L. provides guidelines for such curricula in great detail. The proposed curriculum submitted here meets all the minimum requirements, and also includes material recommended by the Medical Records Director at CHMC to give our students sufficient preparation in the supplementary skills and general advanced education needed for success in work at large urban hospitals.

In accordance with A.A.M.R.L. guidelines, a guidance component is also included to enable each student to evaluate his choice of career, and identify the ways in which he can best develop his own capacities to achieve success in this new field.

In all areas possible, we have given specific, detailed description of the course content. In some areas, the course outline remains general, to allow for tailoring specific assignments to the disparate needs of the students, particularly in developing their communication skills.

Estimated Budget for Program for Medical Records Technicians

Equipment:	
26 desks, chairs, lab spaces; work tables	already avail.
Five open space shelf units of filling space for instructors' conferences	already avail.
13 typewriters: Min. cost (IBM Selectric) @ 340	4,420.00
13 transcribers: Min. cost (dictaphones) @ 400	5,200.00
Transcribing materials, Basic Med. Records Sets of 40 belts each @ 140 (IBM) 6 sets	840.00
Additional Transcribing Material	160.00
	10,620.00
Library Materials Films and Texts (List of General Reference Material Attached.)	800.00
Curriculum Preparation:	
¼ time per week of two Medical Record Librarians for the six weeks prior to opening of program. (Assigned from CHMC staff	———
Site and Facilities Contribution from CHMC and cooperating hospitals: including time required from regular hospital employees assisting in students' Directed Practice experience. 600 hours Directed Practice per 26 students = 15,600 hrs.	———
Faculty:	
Program Director: CHMC Dir. of Medical Records Dept. (one-fifth time = $2,500.)	———
Instructors:	
One RRL, Curriculum Coordinator, full time	7,000.00
One RRL, 445 hours @ $8.00	3,560.00
One Communications, 200 hrs. @ $8.00	1,600.00
One Medical Science, 50 hrs. (M.D.) @ $8.00	400.00
One Anatomy-Physiology, 60 hrs. (M.D.) @ $6.00	480.00
One Electronic Data Processing, 25 hrs. @ $8.00	200.00
One Med. Records Equip. Operation, 20 hrs. @ $8.00	160.00
Lecturers for specialized topics, 30 hrs. @ $8.00	240.00
One Guidance Counselor, 80 hrs. @ $8.00	640.00
	$14,280.00

Upon approval of the School Committee this program for Medical Records Technicians Training will be submitted to the Massachusetts State Department of Education, Department of Vocational Education, for Federal assistance in funding. Upon approval of the Department of Vocational Education, the Cambridge School Department will be reimbursed in the amount of 50% of the expenditures incurred for this program.

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Calendar:

Question came on a motion offered by Mr. Good, seconded by Mr. Olesen, that "Whereas the appointment of Mr. Sateriale as Director of Mathematics creates a vacancy in the position of Head of the Mathematics Department at Rindge Technical School, that John J. Terry, Jr., the only other candidate to have taken the examination for the position of Head of Mathematics Department at Rindge Technical School at the time Mr. Sateriale was appointed Head of the Mathematics Department, be appointed Head of the Mathematics Dept. at Rindge Technical School, effective September 1, 1967", and a substitute motion by Mrs. Ackermann, seconded by Mr. Solomons, "That the Superintendent make necessary arrangements to fill the vacancy of Head of the Mathematics Department at Rindge Technical School in accordance with the rules of the School Committee."

On the following roll-call, Mrs. Ackermann's substitute motion that the Superintendent take the necessary steps to fill the vacancy in accordance with the rules, failed of adoption: Mrs. Ackermann, Mr. Duehay and Mr. Solomons voting "Yea"; Mr. Good, Mr. Olesen and Mr. Hayes voting "Nay"; Mr. Fitzgerald "Present". Question came on the main motion to appoint Mr. Terry to the position and the chair ruled that inasmuch as the established list for the position had expired it would require suspension of the rules in order to take action on the motion. Mr. Good questioned the ruling of the chair and on the following roll-call the ruling of the chair was sustained: Mrs. Ackermann, Mr. Duehay, Mr. Solomons and Mayor Hayes voted to sustain the ruling; Mr. Good and Mr. Olesen voted not to sustain the chair; Mr. Fitzgerald "Present".

Tabled Matters:

On motion by Mrs. Ackermann it was voted to take from the table a report from the Board of Examiners that they were unable to recommend a Director of Social Studies at this time and respectfully asked permission to advertise this position again in the Fall. On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to adopt the report of the Board of Examiners on the following roll-call vote: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Olesen voting "Nay".

On motion by Mr. Duehay, seconded by Mr. Fitzgerald, it was voted to take from the table the text books recommended for adoption by the Superintendent at the meeting of June 28, 1967. It was voted to adopt the text books as recommended.

On motion by Mr. Olesen, seconded by Mr. Good, it was voted to take from the table a proposed amendment to the rules presented by Mr. Olesen, seconded by Mr. Fitzgerald at the meeting of June 6, 1967 "That Sec. 10, Chap. III of the rules be amended by striking out the words 'only' and 'regular' so that the section in its entirety shall read as follows: 'Sec. 10. Reconsideration. The Action of the Committee on any question shall not be reconsidered at the same meeting except under suspension of rules. If any member shall give notice in writing to the Secretary at the meeting or before 5 p.m. of the second day following that on which the meeting was held, of his intention to do so, he may move reconsideration at the next meeting of the Committee. Only one motion for this purpose shall be in order.' "

On the following roll-call it was then voted to adopt the proposed amendment by Mr. Olesen as set forth above: Mr. Fitzgerald, Mr. Good, Mr. Olesen and Mayor Hayes voting "Yea"; Mr. Duehay and Mr. Solomons voting "Nay"; Mrs. Ackermann "Present".

Awaiting Report:

Conforming to an order that he report on Teacher Recruitment Program, the Superintendent presented the following report and recommendations and it was unanimously agreed to lay this report on the 'calendar':

The following report is submitted in compliance with a School Committee order of 7 March, 1967 regarding the general recruitment situation in the Cambridge School Department.

In September some 70 new teachers will report for duty in the Cambridge Schools. The specific number of teachers who will report will be made available at the next School Committee meeting. Recruitment still continues at the time of this report. A forward looking change in rules allowing the Board of Examiners to evaluate eligible candidates as they become available passed by this Committee on 6 June, 1967 makes this possible.

A summary of this past recruitment period from 1 February to the present indicates that:

1. 92 teachers were recommended by the Board of Examiners to the Superintendent for his consideration and recommendation to the School Committee.

2. 71 teachers have returned signed contracts.

3. The 92 teachers were selected from some 450 candidates who were interviewed.

4. In addition to the 450 candidates evaluated by the Board of Examiners the Assistant Superintendents conducted several informal interviews daily with those expressing some interest in the Cambridge Public Schools.

5. No accurate record was kept of the number of those who telephoned for information regarding appointment possibilities. A conservative estimate, however, would be over 20 calls are received daily,

6. A minimum of 15 letters is received daily. Each of these is answered.

Most of our regular classrooms are opening with regularly appointed teachers. It is true, however, that some critical areas do still exist—female physical education teachers, teacher-librarians, school adjustment counselor, and home economics. Recruitment continues in these areas. A specific recommendation on a request to change the policy for hiring adjustment counselors is attached to this report—Appendix A.

The Board of Examiners continues to seek to improve its selection process. It is of particular concern that nominations to the School Committee are not made at an earlier date each year. It is obvious that many highly qualified applicants are lost each year because of the uncertain date of a contract. This delay is primarily due to the administrative machinery of the appointment process. The Board of Examiners has no control of the dates of the National Teacher Examination, a specific requirement for experienced teachers applying to Cambridge.

Recent information from the Educational Testing Bureau at Princeton, N. J., indicates that new dates for the National Teacher Examination will result in school systems receiving the test scores at more convenient times. It is now planned to have the examination held in the months of November, January, April and July, with scores to be available approximately five weeks after the examination. This information will be publicized in our announcements each Fall.

A second serious problem for the Board is the time consumed by the demonstration class required of experienced teachers. As has been indicated in previous reports of the Board to the School Committee, these demonstrations do not measure significant factors not available from other sources. Since this phase of the appointment process does not actually aid in evaluation and since these demonstrations are so time consuming for the staff, the Board of Examiners again asks for its repeal. Experience over many years is that one brief session of observed teaching is not an adequate sample of behavior for a reliable judgment of an applicant's teaching ability to be made. School systems do share honest evaluations with each other on the ability and potential of their employees applying to other systems. This evaluation is valid for it reflects the teacher's experience over a long period in the daily routine of a classroom, a much more realistic criteria.

In order to improve the recruitment policy and practice of the Cambridge School System, the Board of Examiners again asks consideration of its previous proposal to the School Committee.

The Board of Examiners asks the Superintendent to recommend to the School Committee the following changes in their rules, that the section titled:

Requirements for Appointment of Teachers will read:

Requirements for Appointment of Teachers: Section 19. Eligibility.

By vote of the Committee all persons desirous of entering the service of the public schools in Cambridge shall be examined for scholarship, experience and personal fitness for the work in accordance with the rules of the Committee.

Announcement of Examinations for Teacher Candidates:

State Departments of Education, accredited colleges and universities, and the Massachusetts Division of Employment Security shall be notified each Fall of the requirements for appointment and of the anticipated opportunities for appointment.

Notice of appointment requirements shall appear in Cambridge newspapers three times each year.

Requirements for Teaching Appointments:

a. State Certificate in the area for which the candidate applies.

b. Bachelor's degree. Degree must be from a college or university approved not only by Division of Teacher Certification and Placement, Massachusetts Department of Education, but also accredited by the New England Association of Colleges and Secondary Schools, or one or another of the comparable regional accrediting associations, and/or by the National Council for Accreditation of Teacher Education Candidates for position of teacher. Both regular classroom instructors and special area teachers must possess a degree appropriate to their field.

c. United States Citizenship.

d. Experience: One year of teaching experience or be a full time student at an accredited college or graduate school in the upper quartile of his class, except that applicants who are legally domiciled in Cambridge for at least three years prior to date of application may be selected if they are in the upper half of their class at the college they attend.

Appointment Procedure:

1. The National Teacher Examination will be taken by all candidates prior to recommendation for appointment. A minimum score of 550 points in the Common Examination and 50 points on the Teaching Area Examination (formerly called Optional Examination) will be essential for qualification. The maximum score on this section — 60 points.

2. Academic record (or work experience for shop teachers) will be evaluated. The maximum score on this section is 20 points.

3. An evaluative interview, conducted by Staff Board of Examiners. A maximum score on this section is 20 points; a minimum score of 12 will be necessary for qualification.

4. Applicants who have qualified are then to be awarded points for successful experience (classroom teaching) based upon the following:

a. 2 points will be awarded for each successful year of teaching up to 3 years — 6 points.

b. An additional point will be awarded for each additional successful year up to 4 years — 4 points.

5. Veterans will be awarded 5 points additional.

Candidates will then be listed in appropriate areas according to their total point score. The Superintendent shall nominate from the lists so established names of certified applicants to fill vacancies as they occur.

Candidates' marks on a list shall remain for three years from the date of promulgation by the Board of Examiners.

The candidate who stands first on the list shall be offered the position. After a candidate has refused twice to accept the position, his name shall be placed at the end of the list on which it appears.

Lists shall be prepared by the Board of Examiners with a new list submitted to each member of the School Committee after each evaluation period, placing all candidates in order of their rank based upon their marks.

New teachers shall be required to pass a physical examination including tuberculin test and chest X-Ray, the physicians examination to be given by the school physician free of charge and the tuberculin and X-Ray tests to be given by the Board of Health free of charge. Where X-Rays are taken by private physicians they shall, in all cases, be read by the Board of Health physician.

The Staff Board of Examiners:

The Superintendent shall designate a board of six (6) persons connected with the professional staff of The Cambridge School System subject to approval by the School Committee to assist the Superintendent in choosing successful candidates. The Assistant Superintendents shall also serve ex officio as members of the Board.

It is the considered opinion of the Board of Examiners that the above proposal if approved by the School Committee will minimize the necessity for long term substitute assignments while maintaining quality teaching in the Cambridge Schools.

These recommendations are made for the following reasons:

1. This consolidated list would end the deification of experience without destroying the importance of experience.

2. This plan would allow provisional teachers of superior potential to be evaluated despite the existence of candidates on a previous list.

3. This procedure, we believe, strengthens our pursuit of quality for all candidates would be on the same scale with common criteria used for evaluation, i.e., each candidate would take the National Teacher Examinations, each candidate would present his academic or work record, and each candidate would have an evaluative interview. Candidates would be scored on the following point score.

a. The National Teacher Examinations	60 points
b. Academic Record	20 points
c. Evaluative Interview	20 points

1. 12 points necessary for passing.

4. Recruitment could continue throughout the calendar year with candidates placed on a list if at the moment a vacancy did not exist. As changes occurred, and changes do occur, the next name on the list, if still available, could be recommended for appointment.
No recommendation for the qualifications for shop teacher appointment is presented at this time until the General Court and the State Board of Education establish minimum requirements.

APPENDIX A

The Board of Examiners has made the attached recommendation to the Superintendent to alleviate a critical situation in the recruitment of school adjustment counsellors. Because most school systems are attempting to improve their guidance programs, highly trained personnel in this specialized area are in high demand. The present policy of examination by an outside committee of experts has discouraged applicants from considering Cambridge when other communities place no such restrictions. To make the Cambridge position competitive the Board of Examiners has thus made this proposal.

The Board of Examiners respectfully recommends the following changes in the Rules of the Cambridge School Committee:

1. Delete the Section entitled "School Adjustment Counsellor"— p. 37 Rules of the Cambridge School Committee.

2. Substitute: School Adjustment Counsellor.

The position of School Adjustment Counsellor shall be established in accordance with the provisions of Chapter 696 of the Acts of 1955. An applicant for the position must obtain the approval of his or her professional and personal qualifications from the Commissioner of Education and from the Division of Youth Service. Qualifications shall include a Master's degree in social work, phychology, sociology, education, guidance or juvenile adjustment from an accredited college or university.

All candidates meeting these requirements shall be examined by the Board of Examiners of the Cambridge School Department under the same procedure as is followed in the rating of guidance counsellors.

1. Candidates will file applications with the Cambridge School Department indicating either one year of full time, paid, successful and fully attested experience or three years of successful classroom experience.

2. Candidates will be interviewed and evaluated by the Board of Examiners of the Cambridge School Department.

3. Candidates will be required to meet the same requirements for United States Citizenship and for physical qualifications as those adopted for teachers.

School adjustment counsellors will be subject to the same hours and receive the same compensation as the guidance counsellors.

NEW BUSINESS

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted that whereas the three architects for the three proposed new school buildings are now in the working stage, that the sub-committee on Buildings & Grounds request the City Manager to meet with them at his earliest convenience for the purpose of discussing the remaining portion of the long-range building program, in executive session.

On motion by Mr. Duehay, seconded by Mr. Good, it was voted that the Superintendent examine the problem of the supervision of children during the lunch hour at the Longfellow School and inform the School Committee of his findings and recommendations.

Mr. Olesen moved, seconded by Mr. Good, that the Superintendent order the Director of Health and Safety to form a committee of doctors to speak to the pupils of the public schools regarding the medical effects of glue sniffing, pot, LSD, venereal disease and other health hazards which are becoming more prevalent among school age children. On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted that this proposed motion be referred to the Superintendent for study and report.

Mr. Olesen moved, seconded by Mr. Good, that Master's Assistants in all elementary schools having a full-time Master and Sub-master shall not be excused from their teaching assignments unless both Master and Sub-master are both absent from the school building. Objection was placed against action at this time and the chairman ordered the motion placed on the 'calendar' as required by the rules.

On motion by Mr. Good, seconded by Mr. Olesen, it was voted that the

Superintendent study the advisability of addressing the incoming students of our schools relative to the reason they are being given an education, the responsibility inherent in an education and the opportunities as a result of this education, and, if possible, to report to the School Committee at the next meeting his findings.

On motion by Mr. Duehay, seconded by Mr. Fitzgerald, it was voted on the following roll-call that this meeting be recessed until Wednesday, September 6, 1967 at 7:30 p.m. in the School Committee offices, 1700 Cambridge St., Cambridge, Mass.: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons and Mayor Hayes voting "Yea"; Mrs. Olesen voting "Nay".

RECESSED:

EDWARD J. O'CONNELL
Secretary of the School Committee

(SCHOOL COMMITTEE)
(Official Report)

RECESSED MEETING:

Wednesday, Sept. 6, 1967

Recessed by vote of the School Committee from the regular meeting of September 5, 1967.

Members present: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons and Mayor Hayes.

Mayor Hayes in the chair.

Time for recess having expired the chairman called the meeting to order.

It was unanimously voted to convene in executive session.

Question came on a motion by Mr. Fitzgerald, seconded by Mr. Duehay (after having filed the proper notice required by the rules) to reconsider the vote taken at the regular meeting held on June 23, 1967 adopting the motion "That Henry Preston, junior building custodian assigned to the Longfellow School, be granted leave of absence without loss of salary from May 17, 1967 to June 13, 1967, because of illness." It was voted to adopt Mr. Fitzgerald's motion 'to reconsider'. On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was then voted that the motion to grant leave of absence without loss of salary to Henry Preston be laid on the table.

Question came on a communication from Mary A. Blessington, teacher at the Russell School and the first person on the examined list for Elementary Master, requesting the School Committee to determine its policy regarding the present Elementary Master's List. On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted Miss Blessington be informed that it is the opinion of the present School Committee that the subject matter of her letter is one for a successor school committee as the determination of the question goes beyond the term of the present school committee, and further, that her communication be placed on file.

The Superintendent recommended the election of the persons named below to the schools and at the salary indicated in each case, effective September 1, 1967:

Fletcher	Natalie Scalfatikhoury	Teacher-Gr. 5	$5600
Rindge	James P. Nolan	Teacher-Woodworking	7000
Provisional:			
High & Latin	Vicki Sue Algea	Teacher-Spanish	5600
High & Latin	Kathleen W. Stuebing	Teacher-Home Economics	6200

The chairman ordered the Superintendent's recommendation relative to election of teachers placed on the 'calendar' as required by the rules. On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to suspend the rules for the purpose of taking action on the Superintendent's recommendation. On motion by Mrs. Ackermann, seconded by Mr. Solomons it was voted on the following roll-call to adopt the Superintendent's recommendation relative to election of teachers as set forth above: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Olesen "Absent".

On motion by Mr. Good, seconded by Mr. Solomons, the rules were again suspended for the purpose of offering a motion to reconsider. A motion by Mr. Solomons, seconded by Mr. Good, to reconsider the vote approving the Superintendent's recommendation relative to election of teachers, (hoping same would not prevail) failed of adoption.

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted on the following roll-call to adopt the Superintendent's recommendation that the employment of Henry J. Morris, teacher at the Putnam School, as Federal Coordinator be renewed at a stipend of $500.00 above his regular salary as a teacher, effective September 1, 1967 be approved: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Olesen "Absent". The rules having been suspended, a motion by Mr. Duehay, seconded by Mr. Fitzgerald, to reconsider the foregoing vote (hoping same would not prevail) failed of adoption.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that Mary E. Theall, permanent part-time junior clerk-typist assigned to the Peabody School, be granted leave of absence without stipend because of illness for a period of six months from September 1, 1967. The rules having been suspended a motion to reconsider the foregoing vote (hoping same would not prevail) failed of adoption.

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to adopt the Superintendent's recommendation that Helen Lewis, permanent part-time junior clerk-typist assigned to the Boys' Vocational School, be granted leave of absence without stipend for a period of eight months, effective September 1, 1967. The rules having been suspended, a motion by Mr. Duehay, seconded by Mr. Solomons, to reconsider the foregoing vote, (hoping same would not prevail) failed of adoption.

The Superintendent recommended that School Committeeman Gustave M. Solomons be authorized to represent the City of Cambridge at the National Conference of Negro Elected Officials to be held at the University of Chicago September 29-Oct. 1, 1967 and that a sum of $300.00 be appropriated to cover Mr. Solomons expenses. On motion by Mr. Duehay, seconded by Mrs. Ackermann, it was voted on the following roll-call to adopt the Superintendent's recommendation: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Olesen "Absent". The rules having been suspended a motion by Mr. Good, seconded by Mr. Fitzgerald, to reconsider the foregoing vote (hoping same would not prevail) failed of adoption.

On motion by Mr. Good, seconded by Mrs. Ackermann, it was voted that the School Committee request Director of Traffic Robert E. Rudolph, in the interest of greater safety for students attending High & Latin School and Rindge Technical School, to have the buses stop in the general area of the Fire Headquarters Building.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to convene in regular session.

On motion by Mrs. Ackermann, seconded by Mr. Good, it was voted that the votes taken in executive session be ratified and affirmed.

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted to adjourn:

ADJOURNED.

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE

(Official Report)

Regular Meeting: Tuesday, September 19, 1967

Members present: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons, Mayor Hayes.

Mayor Hayes in the chair.

On motion by Mr. Solomons, seconded by Mr. Good, it was voted to approve the minutes of the regular meeting of September 5, 1967, recessed and adjourned on September 6, 1967, as presented.

A communication was received from parents of children in the so-called optional district of the Peabody School, complaining that their children are not being admitted to the Peabody School and that they must register the children at the Russell School. Mrs. Ruth Robinson, 9 Ivy Street, Cambridge and Mr. Ulyses Gore, 19 Field Street, Cambridge represented the petitioners and discussed the matter with the School Committee. At the conclusion of the hearing the rules were suspended for the purpose of allowing action on a motion to be introduced at this time. On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted that the Superintendent of Schools and the Assistant Superintendent of Schools in charge of elementary education meet with the parents of children residing in the optional district of the Russell-Peabody School area, with a view to solving the problems which are of deep concern to them; and, further, that the aforementioned administrators report the results of the meeting at the next meeting of the School Committee.

The chairman ordered resumption of the regular order of business.

On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted to make part of the minutes the following communication from the faculty and students of the Haggerty School:

TO: The Mayor and Members of the Cambridge School Committee

Our newly renovated school is most attractive. We regret that you were unable to witness the joy that our children radiated on the first day of school as they entered their newly decorated school building. We know that you would have felt rewarded for all of your interest in this project.

Please accept a most sincere 'thank you' and our deep appreciation for your numerous kindnesses.

Sincerely,
The Faculty and Students of
the Haggerty School.

On motion by Mr. Duehay, seconded by Mr. Good, it was voted to make part of the records the following communication from the City Solicitor relative to whether the School Committee presently in office could establish a new salary schedule to become effective next year:

Sept. 18, 1967

Edward J. O'Connell, Secretary
Cambridge School Committee
Cambridge, Mass.

Dear Sir:

You asked my opinion on the following question: Can the present School Committee establish a new salary schedule to become effective next year?

Please be advised that any commitments made between the parties in Collective bargaining bind the parties thereto.

The Cambridge School Committee can enter into salary agreements which become effective beyond the term of the present School Committee.

Yours very truly
/s/ Andrew T. Trodden
City Solicitor

On motion by Mr. Fitzgerald, seconded by Mr. Olesen, it was voted to make part of the minutes the following communication from the City Council:

— IN CITY COUNCIL —

September 11, 1967

ORDERED: That the Cambridge City Council go on record accepting the provisions of Chapter 330, Acts of 1967 the same being "An Act authorizing cities and towns to grant to certain school janitors and laborers not in a contributory retirement system a pension equal to seventy-two percent (72%) of their annual rate of compensation payable at the time of retirement."

A true copy Attest:
/s/ Thomas M. McNamara
City Clerk

On motion by Mr. Solomons, seconded by Mr. Olesen, it was voted to accept with sincere appreciation the kind invitation extended by Cambridge Post 27, American Legion, to attend their Installation of Officers at Legion Headquarters on Oct. 6, 1967 at 8:30 p.m.

On motion by Mr. Fitzgerald, seconded by Mr. Good, it was voted to make part of the minutes the following communication from the City Manager relative to the proposed new Russell School:

Sept. 11, 1967

To the Honorable
The Cambridge School Committee
1700 Cambridge Street
Cambridge, Mass.

Dear Sirs & Madam:

This is to acknowledge the receipt of the vote of the School Committee with reference to the proposed new Russell-Haggerty School.

Enclosed herewith you will find a copy of communication which I have sent the firm of Pietro Belluschi, Principal Architect and Sasaki, Dawson, DeMay Associates, Inc., Associate Architects. This letter will be effective for the full period of time that I am the City Manager, not only with the Russell School, but with relation to all school buildings during my administration.

It is my belief that all approvals should be simultaneous rather than putting us in a position where one of the agencies involved is competing or contesting matters with another agency.

Very truly yours,
/s/ Joseph A. DeGuglielmo
City Manager

Pietro Belluschi, Principal Architect
Sasaki, Dawson, DeMay Associates, Inc.
1 Fairfield Street
Boston, Mass.

Dear Dean Belluschi:

It has been called to my attention that schematic plans for the proposed new Russell School were submitted to the School Committee for its approval.

In order to avoid difficulties in the future, I again repeat to you that whatever is done with the Russell School requires the assent of not only the School Committee but the Council and the City Manager.

It is, therefore, suggested that when you have any matters which you want discussed on which affirmative action must be taken by this office, these agencies be consulted. I would also advise you that it would be well for you to revise your thinking drastically as to the cost of the school.

The limit upon the cost was $3,000,000. It is my understanding that you are now up to $3,700,000. This represents a very sharp increase on your original estimate and when one considers that the architect's estimates are always lower than the buildings actually bid, you may very well be in a position where you will be suggesting a school far beyond the budgetary abilities of the City of Cambridge.

Very truly yours,
Joseph A. DeGuglielmo,
City Manager

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to make part of the minutes the following notice received from the Labor Relations Commission:

We hereby certify with respect to the election among certain employees of the Cambridge School Department, held on Tuesday, Sept. 19, 1967 between the hours of 3 to 4 p.m. at the War Memorial, Cambridge St., Cambridge. The question to be determined by this election was: "Do you desire to be represented by American Federation of State, County & Municipal Employees and its appropriate affiliates, AFL-CIO?" We certify that the results of said counting and tabulation were as follows:

Yes	49
No	4
Number protested ballots	0
Number void ballots	0

/s/ David E. Hockman,
Cambridge School Committee

/s/ Robt. J. Hooker,
State, County & Municipal Employees

/s/ James A. Rogen,
Labor Relations Commission

On the following roll-call it was voted to approve salary increments effective September 1967 for those members of the instructional staff certified by the Staff Council on Personnel Development as being eligible to receive said increments: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Olesen "Absent".

SUPERINTENDENT OF SCHOOLS
(Reports and Recommendations)

The Superintendent reported that Susan D. Stewart, teacher at the High & Latin School was married to James G. Stockard, Jr., and her name will now appear on our records as Susan D. Stockard; that Sarah J. Cutler, teacher at the Peabody School, was married to Howard A. Kinley, and her name will now appear on our records as Sarah J. Kinley; that Marcia Ann Quick, teacher at the Thorndike School, was married to Elton M. Fowler, and her name will now appear on our records as Marcia Ann Fowler; that Georgia Cupas, teacher at the Harrington School was married to George T. Nevitts, and her name will now appear on our records as Georgia Nevitts; that Janice L. Cup was married to Michael J. Radmer, and her name will now appear on our records as Janice C. Radmer; that Jo Ann M. Eustace, teacher at the High & Latin School, was married to Frederick G. Walther, and her name will now appear on our records as Jo Ann M. Walther; that Catherine E. Wadden, teacher at the M. E. Fitzgerald School, was married to Walter V. Trainor, Jr., and her name will now appear on our records as Catherine E. Trainor; that Mae R. Campbell, teacher at the Fitzgerald School, was married to Joseph W. Sheehan, and her name will now appear on our records as Mae R. Sheehan; that Linda Frost, teacher at the Morse School, was married to Peter Salzer and her name will now appear on our records as Linda Salzer.

On the following roll-call vote it was voted to approve a recommendation by the Business Manager, concurred in by The Superintendent, that in addition to sums previously appropriated, the sum of $25,000 be appropriated to Schedule F-13 Labor, Materials-Building, said sum to be provided by transfer from School Department Revolving Fund Account PL874: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Olesen "Absent."

On motion by Mrs. Ackermann, seconded by Mr. Fitzgerald, it was voted to adopt the Superintendent's recommendation that, due to illness, the following teachers be excused from reporting on the opening day of school, Sept. 7, 1967:

Roselyn L. Gray	M. E. Fitzgerald School
Helen M. Fay	Webster School
Mary A. Keohane	Longfellow School
Carole M. Martin	Harrington School
Linda (Frost) Salzer	Morse School
Lorraine McDonough	Elementary French

The Superintendent extended an invitation to the members to participate in School and Commerce day to be held on Wednesday, October 25, 1967 at the High & Latin School.

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to adopt the Superintendent's recommendation that the Evening Schools and Americanization Classes be reopened on Tuesday evening, October 17, 1967.

On motion by Mr. Fitzgerald, seconded by Mrs. Ackermann, it was voted to adopt the Superintendent's recommendation that in addition to the evening school classes which were conducted during the school year 1966-1967, there be established on a pilot basis three evening school centers. It is further recommended that these be located in the Harrington School in East Cambridge, in the Morse School in the Cambridge port Section and in the Fitzgerald School in North Cambridge. At each center classes in civic education, in homemaking and in general shop would be offered. Facilities for these classes are available in each of these schools, and the problem of transportation to and from classes would be lessened. If these projects prove successful, the program would be extended to other neighborhood schools.

The Business Manager presented bids for furnishing band uniforms and recommended that a contract be awarded to the lowest responsible bidder, Uniforms by Ostwald, Inc., of New York at a price of $8306.00 for the uniforms and $719.95 for the skirts. On motion by Mr. Good, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the Business Manager's recommendation: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to accept the resignations of Eleanor J. Rogan, teacher at the M. E. Fitzgerald School, effective August 31, 1967 and of Joyce Ann Hernquist, teacher at the Agassiz School, effective August 31, 1967.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to place on the 'calendar' the following report on Community School as presented by the Superintendent:

Office of the
Superintendent of Schools
1700 Cambridge Street
Cambridge, Massachusetts 02138

September 14, 1967

The Superintendent desires to congratulate those who obviously gave time, thought, and effort to presenting "Report on Community Schools" by the Committee on Community Schools of the Cambridge Council of Parent-Teacher Associations. The School Department does desire a quickening of the involvement of the school and the community as the Superintendent reported in his 1965 Annual Report. The System has attempted to move in that direction. Members of the School Committee are aware of the many programs presently operational beyond the routine school day or regular school programs. Presently, there are Child Development Programs in five classes during the regular day. Moreover, in the immediate future the Follow-Through Program will be operational in three of our schools.

In October, the After School Program will re-open in six centers serving not only the youngsters of the specific school but rather all children in the neighborhood. This voluntary program has been most successful in providing not only remedial programs in communications and mathematics but also in providing cultural exposure in music, art, science. In addition, this term each center will offer in the full year program classes for the foreign born that they may become more quickly effective participating citizens, part of the community. This course introduced this past summer was well attended. It is the belief of the Superintendent that this course has made a significant contribution to the youngsters of Cambridge.

This fall a course in Industrial Arts will be introduced into each of these centers. This program will be available afternoons and evenings.

The Adult Education Program is also being expanded. Centers will be opened nearer those who need the opportunity to complete their educational requirements that not only more understanding and better citizenship will result but also greater individual opportunity for vocational advancement will be available.

It is the Superintendent's intent to expand the regular Evening School by opening three satellite centers for citizens of neighborhoods who find it difficult for reasons of transportation to attend classes at Cambridge High and Latin or Rindge Evening Schools. A report on this proposal will soon be presented to the Committee.

The School Committee also has made its facilities available to the Recreational Department for afternoon and evening programs wherever desired. This has been policy for many years. The facilities of the School Department have been utilized for many activities as a routine matter of policy for many years. Scouts, P.T.A., special functions are regularly scheduled in most schools. This policy will continue.

The School Committee is also aware of our proposal to Washington for a diversified and challenging program under Title III. Hopeful and anticipatory exploration of funding from many sources has already been initiated. This also will continue.

In essence, the Superintendent is suggesting that his report in 1965 was not idle rhetoric but rather a living, growing fact. It is his sincere hope that this trend will continue and expand. The School Department intends to make certain that every opportunity for maximum opportunity for educational growth at all age levels is explored and, if possible, implemented.

"The Report on the Community Schools" and the Order of the School Committee do present problems, however. A cursory examination of Table I of the Report indicates that many of the proposals suggested do not come under the control, direct or indirect, of the School Committee. Under items listed as of great concern, Recreation Facilities and Programs and Teen Centers and Activities, are listed in each elementary school district. The Superintendent does not believe that the School Department should either duplicate or conflict with the positive efforts being made by Mr. Cowles, Director of Recreation, and his department. Rather the Superintendent recommends that the close cooperation and integrated program of the two departments be continued and expanded.

A community school must focus upon the problem or the opportunity, not upon a limited district. The basic problem in the Flint Community School as outlined by Executive Director, Frank J. Manley of the Mott Foundation Projects,[1] is to the extent of the concerned interest and active participation of the citizens, not just the parents, the community workers, the clergy, the teachers. Rather it must be a combined effort to meet needs, not a superimposed concept. Mr. Manley speaks of the Four "I" Formula discovered in Flint. These are the basic, deep-rooted foes of the community school.

Ignorance, indifference, inertia, and intolerance are the factors which first must be faced before effective programming can be anticipated. Obviously the Committee on Community Schools of the Cambridge Council of Parent-Teachers Associations is informed, interested, active, and positive in its approach. This now must become part of the thinking and action of the community. Mr. Manley suggests that the four essential steps are:

1. Get people into the program
2. Get people interested after they are involved in the program — therefore
3. Get people involved
4. Keep people informed

[1] Gov. Volpe Conference June 2, 1967

Each of these is important for only when people know that a program, however limited, is that which they wanted can an effective beginning be made. A superimposed program whether designed by the professionals or by any one group may well fail however meritorious the project if it not be one the people desire. Morever, the programs must not be initiated faster than the citizens want. Again, it must not be from the top down, but rather from the people up. Certainly, needs may be expressed directly or indirectly by professionals but the realization of the people in identifying their role/roles in them is essential.

It seems important, therefore, to make it very clear that a community school is not a facility, it is rather a philosophy or an attitude. It must not be regarded as a physical plant but rather as a human live concept. Morover, it is important that thought be given to the realistic difference between school and education, for schools (as we generally use the word) cannot furnish, nor should they, all the experiences which are part of growth. To use the school as the focal point to meet needs is logical. It is not logical to ask or to expect the schools to provide the panacea, however dedicated their personnel may be. Again, it is important to understand that the age of a building in a very real sense must not be the criteria for a community school. One of the better community schools in New Haven is an old, old building. The facility is inadequate by modern standards; the attitude of the people is superior by any standard.

It is the Superintendent's opinion that the area designated as Neighborhood No. 4, the Roberts-Fletcher School districts, approximated in a very real sense a community spirit this past year seldom seen in any city. To be sure there was no one central focal point but there was community activity programming from pre-school into young adulthood. The close cooperation and coordination of social agencies, municipal services, and the schools made for at least a positive beginning in human opportunity.

Realistically, too, a program must know success in its initial drive. A limited, well thought out program of interest to the people is essential. Goals achieved lead to expansion of programs; programs verbalized without effective implementation are disastrous not only to the present but are serious handicaps to future plans. To oversell today is to create serious social problems for tomorrow. People must see tangible results, not hear verbalized utopia.

A beginning of the community school concept has already occurred in Cambridge. For many years the various city departments have worked together — health, library, safety, recreation, school, etc. Social agencies have offered auxiliary services, Mental health, welfare, family society, community services, Red Cross now augmented by the various federal and state agencies. Although the emphasis has been on the school age youngster, programs have been initiated recently through joint cooperation at other levels. The Child

Development Program (Head Start), the Rindge Institute, involving industries and the universities, are but two examples. This trend should be encouraged.

The Superintendent recommends, therefore, that as a matter of school policy:

1. The School Department continue to expand its educational program for all citizens.

2. The School Department continue to work closely with all municipal and social agencies.

The Superintendent suggests that a Coordinator of Community Activities be established after consultation and study by all agencies involved. This Coordinator would be staff to the entire city. As a need is discovered or a request made, the Coordinator would refer it to the appropriate city or civic agency for study and possible implementation.

The Coordinator would be able to prevent duplication of effort. Moreover, with an over-view of the needs of Cambridge the coordinator would be able to keep each agency informed of trends, needs, and programs. His office would serve as a clearing house for screening proposals.

The Superintendent further recommends that the Neighborhood community center should be encouraged to develop immediate short-term programs and yet also plan for long-range sophisticated advances.

The School Department will continue to strive to become more part of the community as it urges the community to become more part of the school. The School Department will continue its efforts to make its facilities available for all positive programs as it continues its efforts to awaken in the citizens of Cambridge the opportunities that are presently available. Moreover, the people must know that as a need is expressed an attempt to meet this need will be made.

The School Committee Order, however, calls for the Superintendent to explore avenues of cooperation with other city departments. This cooperation presently exists and has for many years. Close liaison with the Recreation Department, The Cambridge Economic Opportunity, the Cambridge Community Services, etc., and the School Department is a realistic fact in our educational planning whether it be labeled community school or not. Informal discussions are frequently held to increase our mutual participation in this effort to improve the total educational growth of the community. These discussions will continue; these programs will continue to grow. Moreover, an intensified effort is being made to involve more community people into the programs. More parents of Head Start children are being encouraged to join in the program and to contribute to it. Visiting days for parents in the After School Centers were successful this past summer. One of the objectives of the Follow-Through Program is greater parental participation, closer bond between school and home.

The Superintendent is concerned, however, by over-selling a generalization without specific programs — programs felt to be needed by the people. He would be hopeful that our present approach continue.

A discussion on the financing of the community school report has to be more limited. In this section of the report the big thought seems to be that financial support should be program oriented. Such is the present policy. Title I funds, under the Elementary and Secondary Education Act of 1965, were requested for financing the After School Study Centers — "an obvious first step in a community school program." The Cambridge allocation for September 1, 1967-August 31, 1967 was $371,751; this year the sum of $297,400 has been suggested as our probable figure. 20 percent less than last year.

Moreover, additional funds under Title I have been requested for the Follow-Through Program. As new programs are developed efforts will be made for federal financial assistance under the appropriate, applicable statute. In addition, private/foundation grants will be sought as the programs become more specific. It is the Superintendent's understanding that grants of a rather general nature are now increasingly difficult to obtain. Specific programs are more likely to be approved for foundation financing.

Very truly yours,
John M. Tobin
Superintendent of Schools

On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that Peter Nelligan, teacher at the Abraham Lincoln School, be granted Military Leave of Absence without loss of stipend from October 14 to October 28, 1967 for the purpose of attending annual field training at Hanscom Field, Bedford, Mass.

REPORTS OF COMMITTEES

The final meeting of the negotiating committees of the Cambridge School Committee and the Cambridge Teachers Association was held on Tuesday, September 19, 1967.

It was unanimously voted to recommend approval and adoption of the proposed agreement between the Cambridge School Committee and the Cambridge Teachers Association, attached to and made of the minutes of the regular School Committee meeting held on September 19, 1967, said Agreement to run from October 1, 1967 to December 31, 1968:

ARTICLE I: RECOGNITION.

The Committee recognizes the Association for the purpose of collective bargaining as the exclusive representative of two units consisting of all regularly appointed professional teaching employees of the Cambridge school system, including —

UNIT A. Teachers
UNIT B. Ratio Salary Schedule Personnel

Unless otherwise indicated the employees in the above units will be referred to as teachers and reference to male teachers will include female teachers and ratio schedule personnel.

This contract will exclude the Superintendent of Schools, Assistant Superintendents of Schools, substitute teachers and all other employees of the Cambridge School Department except where specifically provided for in other Articles of this Contract.

ARTICLE II: NEGOTIATION PROCEDURE.

A-1. Not later than October 1 of the calendar year in which this agreement expires, the Committee agrees to enter into negotiations with the Association or any other legally recognized organization over a successor Agreement in accordance with the procedure set forth herein in good-faith effort to reach agreement concerning teachers' wages, hours and other conditions of their employment. Any agreement so negotiated will apply to all teachers, and will be reduced to writing and signed by the Committee and the Association or any other legally recognized organization.

A-2. During negotiation, the Committee and the Association will present relevant data, exchange points of view, and make proposals and counter-proposals. The Committee will make available to the Association for inspection all pertinent public records of the school system. Either party may, if it so desires, utilize the services of an outside consultant and may call upon professional and lay representatives to assist in the negotiations.

A-3. If the negotiations described in this Section A have reached an impasse, the procedure described in Section 178J of Chapter 763 of the Acts of 1965 will be followed:

> **Chap. 763, Acts of 1965:**
> Section 178J (a) If after a reasonable period of negotiation over the terms of an agreement, a dispute exists between a municipal employer and an employee organization, or if no agreement has been reached sixty days prior to the final date for setting the municipal

budget, either party or the parties jointly may petition the state board of conciliation and arbitration to initiate fact finding.

(b) Upon receipt of such petition the board of conciliation and arbitration shall make an investigation to determine if the conditions set forth in paragraph (a) exist. If the board finds that such conditions do exist, it shall initiate fact finding. Prior to such fact finding, or prior to fact finding ordered by the state labor relations commission in accordance with the provisions of section one hundred and seventy-eight L, the board of conciliation and arbitration shall submit to the parties a panel of three qualified disinterested persons from which list the parties shall select one person to serve as the fact finder and shall notify the board of conciliation and arbitration of their choice. If the parties fail to select the fact finder within five calendar days of receipt of the list, the board of conciliation and arbitration shall appoint the person who shall serve as fact finder.

(c) The person selected or appointed as fact finder may establish dates and place of hearings which shall be where feasible in the locality of the municipality involved. Any such hearings shall be conducted in accordance with rules established by the board of conciliation and arbitration. Upon request, the board of conciliation and arbitration shall issue subpoenas for hearings conducted by the fact finder. The fact finder may administer oaths. Upon completion of the hearings and within sixty days from the date of appointment, unless extended by the board of conciliation and arbitration for good cause shown, the fact finder shall make written findings of fact and recommendations for resolution of the dispute and shall cause the same to be served on the municipal employer and the employee organization involved.

(d) Only employee organizations which are designated or recognized as the exclusive representative under section one hundred and seventy-eight H shall be proper parties in initiating fact finding proceedings.

(e) The cost of fact finding proceedings under this section shall be divided equally between the municipal employer and said employee organization. Compensation for the fact finder shall be in accordance with a schedule of payment established by the board of conciliation and arbitration.

(f) Nothing in this section shall be construed to prohibit the fact finder from endeavoring to mediate the dispute in which he has been selected or appointed as fact finder.

B-1. The Association and the Committee agree that each had a right to bargain for any provision that it wished in the preparation of this contract. Each expressly waives the right to reopen the contract for any changes unless mutually agreed upon by the Association and the Committee.

ARTICLE III: GRIEVANCE PROCEDURE.

The purpose of the procedure set forth hereinafter is to produce prompt and equitable solutions to those complaints which from time to time may arise involving the wages, hours, or the conditions of employment of the members. The Committee and the Association desire that such procedure shall always be as informal and confidential as may be appropriate for the complaint involved at the procedural level involved.

A. DEFINITION.

A grievance shall mean a complaint that there has been as to a member a violation, misinterpretation or inequitable application of any of the provisions of this Contract. As used in this article the term "member" shall mean a group of members having the same grievance.

B. ADJUSTMENT OF GRIEVANCES.

Grievances shall be presented and adjusted in the following manner:

1. General Procedures:

(a) Informal Procedure.

The aggrieved member may discuss the matter with his appropriate intermediate supervisor or any superior administrator, but not with the Committee unless the Association shall have been notified prior to such meeting of the date and time thereof and the nature of the matters to be discussed. The 'appropriate intermediate supervisor' of any member regularly assigned to a particular school building shall be the principal of that building; for any member not so assigned the 'appropriate intermediate supervisor' shall be the director, consultant or co-ordinator who supervises such member. If the matter is disposed of to the member's satisfaction after discussion with a member of the administration superior to the member's appropriate intermediate supervisor, such disposition shall not constitute a precedent for later matters unless it shall have been reported to and approved by the Professional Rights and Responsibilities (PR&R) Committee of the Association. If the matter is not disposed of to the member's satisfaction within ten (10) school days after he has initiated discussion he may proceed to Formal Procedure under this Article, it being understood that a member may proceed under Formal Procedure in any event.

(b) Formal Procedure.

Level One. The member shall discuss the grievance with a member of the PR&R Committee of the Association.

Level Two. (Level Two applies only to grievances which do not result from some act or failure to act on the part of the Committee or of any member of the school administration superior to the appropriate intermediate supervisor). If the grievance is one to which Level Two applies and has not been disposed of under Level One, the member and a representative of the

Association shall present a written statement of the grievance to the member's appropriate intermediate Supervisor. Such supervisor, the member and a representative of the Association shall meet within ten (10) school days thereafter in an effort to settle the grievance. In those cases in which the event or omission giving rise to the grievance should have become known to the member upon the occurrence of the event or omission, the statement shall be presented not later than the first to occur of the twentieth (20th) school day or fortieth (40th) calendar day next following the date of the event or omission. In those cases in which the member affected could not be reasonably expected to have knowledge of the event or omission until some time after its occurrence, the time for presenting the statement shall be measured from the first date upon which the member should have known of the event or omission, and the burden of establishing a later date than the date of occurrence shall be upon the member. In those cases where grievances are alleged as a result of action, notice of which under any provision of this contract or of published Committee policy is given by notice to the Association or to affected members or by publication, the date from which the time for presenting the statement shall be measured shall be the date upon which such notice is given unless such notice shall be given during the period commencing on the fifth school day next prior to the closing of schools in June and ending on the day before schools open in September. In cases to which the foregoing exception applies the time for presenting the statement shall expire at the close of business on the fifteenth (15th) school day of the term beginning in September.

Level Three. If the grievance shall not be one to which Level Two applies, or if it shall be such a grievance but shall not have been disposed of thereunder to the member's satisfaction and the member and the association shall have determined to proceed further, the member and a representative of the Association shall present a written statement of the grievance to the Superintendent who shall meet with the member and a representative of the Association within ten (10) school days thereafter in an effort to settle the grievance, provided that the Superintendent may designate another to act in his place and provided further, that if the Superintendent so designates another and his disposition is not satisfactory to the member, the member and a representative of the Association shall have the right to meet with the Superintendent. In the case of a grievance to which Level Two does not apply, the written statement under Level Three shall be presented within the time provided for statement under Level Two. In the case of a grievance heard under Level Two, the written statement under Level Three shall be presented not later than twenty (20) school days after the presentation of the written statement under Level Two. In the case of a hearing under Level Three by a person other than the Superintendent, a written request for a meeting with the Superintendent shall be filed by the member and a representative of the Association not later than twenty (20) school days after the presentation of the written statement under Level Three and such meeting shall be held within ten (10) school days thereafter.

Level Four. If the grievance shall not have been disposed of under Level Three to the member's satisfaction and the employee and the Association shall have determined to proceed further, a written statement of the grievance shall be presented, not later than twenty (20) school days after the presentation under Level Three, by the Association to the Committee who shall meet with the member and representatives of the Association within ten (10) school days thereafter in an effort to settle the grievance.

Provisions Applicable to Grievances At Levels Two, Three and Four. Each written statement of a grievance shall include (1) a concise statement of the facts constituting the grievance, (II) a reference to the applicable provisions of this Contract, (III) the date upon which the act or omission giving rise to the grievance occurred, and if applicable, the later date upon which the member first learned of the same and a concise statement of the reasons why the member should not be held to have learned of the same earlier and (IV) the dates of all prior written presentations, if any. Each statement under Level Three or Four shall be signed on behalf of the Association by its president or a vice-president or the chairman or vice-chairman of the PR&R Committee.

Failure by the person to whom presented to make a determination with respect to a grievance by the fifteenth (15th) school day after presentation shall be deemed a denial of the grievance.

Failure to present a proper written statement within the applicable time limit shall be deemed a waiver of the grievance.

Times for meetings to discuss grievances shall be scheduled outside of school hours unless in the judgment of the Superintendent, in the case of a Level Three proceeding, or of the Committee, in the case of a Level Four proceeding, a meeting during school hours is desirable to facilitate the production of appropriate information. Attendance by members and by Association representatives at grievance meetings held during school hours shall constitute authorized absence without loss of pay. Members of the PR&R Committee of the Association may also be absent during school hours without loss of pay in those instances in which it is reasonably necessary for the investigation or processing of an alleged grievance and for such periods as investigation or processing during school hours may reasonably require. The Association agrees that absences during school hours shall be avoided whenever they would interfere with the conduct of the educational program and that the right to take such absence shall not be abused.

Precedent. A written record shall be made of the disposition of any grievance at Level Three or Level Four. If such disposition becomes final by acceptance by the Association, such disposition shall apply to all future complaints based on the same or similar facts.

Records. While both parties may maintain files of grievances and the dispositions thereof, the Committee shall not make any entry or file any paper in the personnel file of any employee involved in a grievance except as may be required to implement the disposition thereof.

Reprisals. No reprisal of any kind shall be taken by any party hereto against any person who participates in any way in grievance proceedings by reason of such participation.

Arbitration. If a grievance involving the interpretation or application of any provision of this Agreement shall not have been disposed of under Level Four of the grievance procedure to the satisfaction of the member and the Association, the Association may, not later than twenty-five (25) school days next following the presentation of the grievance under Level Four, initiate arbitration of the grievance under the rules then obtaining of the American Arbitration Association. This initiation may also be made by submission under such rules. The arbitration shall proceed under such rules except that the parties may, if they can mutually, designate the Arbitrator.

The Arbitrator shall be without power to modify, alter, add to, or subtract from the provisions of this Contract. The arbitrator's award, if within his jurisdiction, shall be final and binding on both parties.

The fees of the American Arbitration Association and of the arbitrator and the expenses of the arbitrator and the conduct of the hearing shall be shared equally by the parties but each party shall bear its own expenses for the presentation of its case.

Arbitration pursuant to this Article shall be the exclusive remedy available to members and the Association in the event that a grievance is not disposed of under the Grievance Procedure.

ARTICLE IV: SALARIES.

The salaries of all persons covered by this agreement are set forth in the salary schedules attached hereto and made part of this contract.

ARTICLE V: TEACHING HOURS AND TEACHING LOAD.

A. Time Schedule for Students:

Elementary Schools	Single Session	8:30 a.m. - 2:30 p.m.
	Double Session	8:30 a.m. - 11:30 a.m. 12:30 p.m. - 3:00 p.m.
High & Latin School		8:30 a.m. - 2:25 p.m.
Rindge Tech		8:30 a.m. - 2:30 p.m.

B. Time Schedule for Teachers:

1. The Committee and the Association agree that the teacher as a professional will devote whatever time is required to maintain a high quality of education in the Cambridge Public Schools.

2. All Teachers will begin their work day fifteen minutes prior to the starting time established for students and will end ten minutes after the time established for the dismissal of pupils.

3. Teachers in Unit A will be required to remain for one-half hour after the time established for the dismissal of students two days a week. In keeping with professional responsibility teachers are expected to be available two other afternoons each week for student help and/or parental conferences. Guidance Counselors, Adjustment Counselors and Librarians will remain until 4:00 p.m. each day.

4. Personnel in Unit B will be required to meet the minimum time schedule adopted for teachers in Unit A, and, in addition thereto, will remain a sufficient length of time to discharge the duties of their position.

C. Work Year for Teachers:

1. The work year for personnel in Unit A shall be one hundred eighty-five (185) days including provisions for inclement weather. In addition thereto teachers in Unit A will be required to be in attendance one (1) day prior to the opening of school in September and one (1) day subsequent to the closing of school in June.

2. The work year for personnel in Unit B will be the number of days established by the Committee for attendance of students and in addition thereto—

a) Personnel in Group One: (Submasters, Assistant Directors, Headmaster's Assistant (Department Heads) Deans and the Director of the Vocational Schools will be required to be on duty for one day prior to the day classroom teachers in Unit A report in September and for one (1) day after the classroom teachers leave in June.

b) Personnel in Group Two (Masters of Elementary Schools, Assistant Headmasters in the high schools and Directors) will be required to be on duty for two (2) days prior to the day classroom teachers leave in June. Exceptions are those in this category whose contractual obligation is for eleven months.

c) Personnel in Group Three (Headmasters of the high schools) will continue on an eleven month contract.

3. Teachers will be required to attend Parent-Teacher-Pupil Conferences without additional compensation on the following schedule:

a) Elementary School personnel on two evenings

b) Secondary School personnel on four evenings.

D. 1. Subject to the requirements of Civil Service Regulations and the availability of personnel, teachers will have a duty-free lunch period of the following lengths:

a) Elementary School—Grades K through 8—thirty (30) minutes

b) Senior High School—twenty-five (25) minutes

2. Personnel in Unit A will, in addition to their lunch period, have a preparation period during which they will not be assigned to other duties as follows:

a) The School Committee will try to arrange a schedule which would allow fifteen (15) minutes off for teachers in the primary grades and special classes.

b) Senior High School one (1) teaching period.

It is agreed that the preparation period will be used expressly for preparation of instruction unless other authorized use is approved or is necessary in an emergency.

E. 1. Secondary school teachers assigned to Cambridge High & Latin School will not be assigned more than twenty-five (25) student supervisory periods per week.

2. Secondary school teachers assigned to Rindge Technical School will not be assigned more than thirty (30) student supervisory periods per week.

3. Secondary school teachers will not be required to teach more than two (2) subjects nor more than three (3) teaching preparations within said subjects at any one time.

F. Exceptions to the provisions of Sections D and E, up to five days, may be made if the Superintendent or his designee determine that such exception is necessary for the best interest of the student. However, exceptions which exceed five days will be by mutual agreement between the Association and the Superintendent. The Association will be notified of such exceptions.

G. Teacher participation in extracurricular activities will be strictly voluntary.

H. The Committee agrees to provide adequate personnel for the maintenance, upkeep and other duties in each building.

I. Any change of duty, hours or responsibility of any administrator could be considered a grievance under the terms of this contract.

ARTICLE VI: CLASS SIZE.

A. It is agreed that as soon as practical, considering availability of qualified personnel and suitable classroom space, the maximum number of pupils per teacher will be as follows:

1. Elementary Schools:

Kindergarten	20
Grades 1 thru 3	25
Grades 4 thru 8	30

2. Senior High School:

Science Laboratories	20
Shop	20
Typing	35 (average)
Academic Subjects	30 (average)

3. Special Classes, mental, physically and emotionally handicapped at no time to exceed the number set by state law. The Committee and the Association agree further reductions in the class size limitations set forth above are desireable and to the extent possible such reductions will be made.

ARTICLE VII: SPECIALISTS AND SPECIAL PROGRAMS.

A. The Committee and the Association recognize the fact that an adequate number of competent specialists is essential to the operation of an effective educational program.

B. The School Committee will make every effort to bring the number of Elementary School Adjustment Counselors up to five (5) on the condition that all appointees shall meet the requirements of the State Department of Education and the Rules of the Cambridge School Committee.

C. The School Committee will continue its policy of increasing the number of qualified teachers in specialized areas.

ARTICLE VIII: NON-TEACHING DUTIES.

The Committee and the Association acknowledge that a teacher's primary responsibility is to teach and that his energies should, to the extent possible, be utilized to this end. Therefore, they agree as follows:

A. Classroom teachers will not be required to perform the following duties:

1. Non-professional assignments, including but not limited to milk distribution, sidewalks and buses from home to school and school to home, except in cases of emergency as determined by the administrator of the building.

2. Health services, such as administering eye or ear examinations and weighing and measuring pupils.

3. Collecting money from students for non-educational purposes. Although teachers may be required to collect and transmit money to be used for educational purposes, they will not be required to tabulate or account for such money.

4. Delivering books to classrooms, duplicating instructional and other materials, and other similar clerical functions.

B. Teachers will not be required to drive pupils to activities which take place away from the school building.

C. Administrators of school buildings will make every effort to limit the duty of cafeteria supervision by classroom teachers to one day a week.

ARTICLE IX: TEACHER EMPLOYMENT.

A. Full credit on the salary schedule, not to exceed six (6) years will be given for previous outside teaching experience upon initial employment. In the case of exceptional needs this requirement may be waived.

B-1. Teachers with previous teaching experience in the Cambridge School System will, upon returning to the system, receive full credit on the salary schedule for all outside teaching experience. Teachers who have not been engaged in teaching on a full-time basis will, upon returning to the system, be restored to that step on the salary schedule on which they would have been placed in September if they had remained in the Cambridge School System.

B-2. Previously accumulated unused days will be restored to all returning regularly appointed teachers.

ARTICLE X: TEACHER ASSIGNMENT.

A. Teachers will be notified in writing of their programs for the coming school year, including the schools to which they will be assigned, the grades and/or subjects that they will teach, and any special or unusual classes that they will have, as soon as practicable. Every effort will be made to have said notification before the close of school in June.

B. In order to assure that pupils are taught by teachers working within their areas of competence, teachers will not be assigned, except temporarily and for good cause, outside the scope of their teaching certificates and/or their major or minor fields of study.

C. To the extent possible, changes in grade assignment in the elementary schools and in subject assignment in the secondary schools will be voluntary.

D. In arranging schedules for teachers who are assigned to more than one school, an effort will be made to limit the amount of inter-school travel. Such teachers will be notified of any changes in their schedules as soon as practicable. Teachers who are assigned to more than one school in any one school day will receive ten cents (10c) per mile for all inter-school driving done by them.

E. Teacher assignments will be made without regard to race, creed, color, religion, national origin, sex or marital status.

F. A teacher will report to his immediate supervisor the name of any pupil who violates rules of the school. The supervisor may request a written report and will notify the teacher of his disposition of the case and the reasons for his decision. Suspension of pupils will be in accordance with the Rules of the School Committee.

ARTICLE XI: TRANSFERS.

Although the Committee and the Association recognize that some transfer of teachers from one school to another is unavoidable, they also recognize that frequent transfer of teachers is disruptive of the educational process and interferes with optimum teacher performance.
Therefore, they agree as follows:

A. When a reduction in the number of teachers in a school is necessary, volunteers will be transferred first.

B. When involuntary transfers are necessary, a teacher's certification, area of competence, major and/or minor field of study, quality of teaching performance, and length of service in the Cambridge School System will be considered in determining which teacher is to be transferred.

An involuntary transfer will be made only after a meeting between the teacher involved and the Superintendent (or his designee), at which time the teacher involved will be notified of the reasons for the transfer. In the event that a teacher objects to the transfer at this meeting, upon the request of the teacher the Association will be notified and the Superintendent (or his designees) will meet with the Association's representative to discuss the transfer.

In all cases of transfer when the teacher has been notified of such transfer, he will be given an opportunity at that time to examine a list of all vacancies.

C. Teachers desiring a transfer will submit a written request to the Superintendent stating the assignment preferred and the reasons therefore. Such requests must be submitted between September 1 and July 1 of each school year to be considered for the next school year. Requests must be renewed each year. All requests will be acknowledged in writing.

ARTICLE XII: VACANCIES AND PROMOTIONS.

Section I:

A. Whenever any vacancy in a professional position above the rank of classroom teacher occurs during the school year (September to June), it will be adequately publicized by the Superintendent by means of a notice placed on the Association bulletin board in every school as far in advance of the appointment as possible. During the months of July and August, written notice of any such vacancy will be given to the Association. In both situations, the qualifications for the position, its duties and the rate of compensation, will be clearly set forth. No vacancy will be filled, except on a temporary basis, within thirty (30) days from the date the notice is posted in the schools or the giving of notification to the Association.

B. All qualified teachers will be given adequate opportunity to make application for such positions, and the Committee agrees to give due weight to the professional background and attainments of all applicants, the length of time each has been in the school system, and other relevant factors. In filling such vacancies, all other qualifications being equal, preference will be given to qualified teachers already employed by the Committee. In the case of examinations for positions above the rank of teacher, conducted by the Staff Board of Examiners, a list shall be established of the first five candidates in the order of their ranking. The School Committee shall act within a period of sixty (60) days after the ranking has been completed and the Superintendent has made his recommendations.

C. Appointments will be made without regard to race, creed, color, religion, national origin, sex or marital status.

Section II:

A. There shall be—

1. Headmaster of each high school
2. Master—K to 8th schools
3. Principal—schools less than K-8th
4. Each school shall have a master's assistant, except those schools having a sub-master
5. The M. E. Fitzgerald School, the Charles G. Harrington School, the Longfellow School and the Roberts School shall have a sub-master.

NOTE: The position of Masters' Assistant, in schools having sub-masters, will be discontinued as soon as a vacancy occurs.

ARTICLE XIII: POSITIONS IN SUMMER SCHOOL, EVENING SCHOOL, COACHING AND IN FEDERAL PROGRAMS.

A. The Association will be provided as soon as possible with a list of all openings in summer school, in evening school, in coaching and in Federal programs. Qualified teachers will submit applications in writing. Each applicant will be notified in writing of the action taken.

B. Positions in the Cambridge summer and evening schools, coaching positions and positions under the Federal program will, to the extent possible, all other qualifications being equal, be filled first by regularly appointed teachers in the Cambridge school system.

C. In filling positions in summer school, evening school, coaching positions and positions under Federal programs, consideration will be given to a teacher's certification, area of competence, major and/or minor field of study, quality of teaching performance, attendance record, length of service in the Cambridge school system, and, in regard to summer school or evening school positions, previous Cambridge summer school or evening school teaching experience.

ARTICLE XIV: TEACHER EVALUATION.

A. All monitoring or observation of the work performance of a teacher will be conducted openly and with full knowledge of the teacher. Teachers, upon request, will be given a copy of any evaluation report prepared by their superiors.

ARTICLE XV: TEACHER FACILITIES.

A. Where practical and possible in school buildings presently in use and in all new school buildings, each school will have the following facilities:

1. Space in each classroom in which teachers may safely store instructional materials and supplies.
2. A teacher work-area containing adequate equipment and supplies to aid in the preparation of instructional materials.
3. An appropriately furnished room, to be used as a faculty lounge. Said room will be in addition to the aforementioned teacher work-area.
4. A serviceable desk and chair for the teacher in each classroom.
5. A communication system so that teachers can communicate with the main building office from their classrooms.
6. A well-lighted and clean male teacher rest room and a well-lighted and clean female teacher rest room.
7. An adequate parking area at each school will be reserved for teachers' cars. Decals will be provided where necessary.
8. There will be a public telephone in all school buildings.

ARTICLE XVI: USE OF SCHOOL FACILITIES.

A. The Association will have the right to use school buildings without cost at reasonable times for meetings. The Administrator of the building in question will be notified in advance of the time and place of all such meetings. The Secretary of the School Committee shall be notified at least one school day in advance of scheduled meetings. The Association will be responsible for all necessary custodial fees.

B. There will be one (1) bulletin board in each school building, which shall be placed in the faculty lounge, for the purpose of displaying notices, circulars and any other material approved by the Association.

C. Space will be provided for the Association for its records, files and routine operation.

ARTICLE XVII: SICK LEAVE.

Each permanent member of the professional staff below the rank of Assistant Superintendent shall be granted sick leave of ten days in any one school year without loss of salary. Said member shall accumulate from year to year any unused portion of the above specified sick leave.

Effective September 1, 1968, teachers whose accumulated sick leave will total at least fifty (50) days will be awarded an additional fifteen (15) days beyond the normal allowance. Determination will be annually at the opening of school. Thereafter, teachers attaining even multiples of fifty (50) accumulated sick days (e.g. 100, 150, etc.) will be awarded an additional fifteen (15) days on said anniversary as each of these multiples is attained. This award of 15 days beyond the normal allowance will be made only once on attaining each multiple of fifty (50) and reattaining the same multiple by reason of use of accumulated leave shall not entitle the member to additional award.

Teachers joining the service after September will be granted sick leave promulgated on the basis of one (1) day for each month they have been contracted to teach.

ARTICLE XVIII: TEMPORARY LEAVE OF ABSENCE.

A. Teachers will be entitled to the following temporary leaves of absence with pay each school year.

1. Three (3) days personal leave may be granted subject to the approval of the Superintendent, whose approval will not be unreasonably withheld. Application for personal leave will be made at least twenty-four hours before taking such leave (except in cases of emergencies) and the applicant for such leave will be required to state the reason for such leave. Said leave shall be deducted from sick leave allowed under Article XVII.

2. Time necessary for Association representatives to attend Massachusetts Teachers Association and/or National Education conferences and conventions.

3. Time necessary for appearance for any legal proceedings to which the teacher is required to attend.

4. Each permanent member of the professional staff below the rank of Assistant Superintendent shall be granted leave of absence without loss of salary for five (5) consecutive days when such absence is occasioned by the death of a relative who resided in the home of the staff members, and when such absence is occasioned by the death of a parent, child, parent-in-law, sister or brother whose place of residence was other than in the home of the staff member. Leave of absence without loss of salary for not more than one (1) day shall be granted when such absence is occasioned by the death of a grand parent, grand child, nephew, niece, aunt, uncle, son-in-law. daughter-in-law, sister-in-law or brother-in-law whose place of residence was other than in the home of the staff member.

5. Necessary calendar days per school year for persons called in to temporary active duty of any unit of the U. S. Reserves or the State

National Guard, provided such obligation cannot be fulfilled on days when school is not in session.

6. Additional time may be granted for valid reasons at the discretion of the Superintendent and School Committee.

ARTICLE XIX: EXTENDED LEAVES OF ABSENCE.

A. A leave of absence without pay of up to two (2) years may be granted to any tenure teacher who joins the Peace Corps or serves as an exchange teacher, and who is a full-time participant in either program during such leave. Upon return from such leave a teacher will receive credit on the salary schedule for all full-time teaching experience gained during such leave of absence.

B. Military leave, in time of National Emergency, will be granted to any teacher who is inducted or enlists in any branch of the armed forces of the United States. Upon return from such leave, a teacher will be placed on the salary schedule at the level which he would have achieved had he remained actively employed in the system during the period of the absence up to a maximum of three (3) years.

C. After five (5) years continuous employment in the Cambridge School System, a teacher may be granted a leave of absence, without pay, for up to one (1) year for health reasons. Requests for such leave will be supported by appropriate medical evidence.

D. Any teacher whose personal illness extends beyond the period compensated may be granted a leave of absence without pay for such time as is necessary for complete recovery from such illness.

E. All benefits to which a teacher was entitled at the time his leave of absence commenced, including unused accumulated sick leave, will be restored to him upon his return, and he will be assigned to the same position which he held at the time said leave commenced, if available, or if not, to a substantially equivalent position.

F. All requests for extended leaves of absence or renewals of leaves under this Article will be applied for in writing and will be subject to approval of the School Committee.

ARTICLE XX: SABBATICAL LEAVE OF ABSENCE.

A. Purpose: Sabbatical Leave is to provide an opportunity for the staff member to prepare for a higher quality of service to the School Department. Such leave shall be granted for the following activities:

1. To engage in professional study or research.

2. For travel and observation.

B. Requirements:

1. For Study: The applicant for two semesters of leave shall outline a planned program to consist of not less than three-fourths of a full program as defined by the appropriate administrative authority of the college or university to be attended. The applicant for one semester of leave shall outline a planned program equal to a full program as defined by the appropriate administrative authority of the college or university to be attended.

2. For Travel and Observation: The applicant shall submit a plan stating professional objectives to be sought.

C. Eligibility: Any permanent member of the professional staff who has served for seven or more consecutive years in the school department may request said leave. Subsequent leaves may be authorized after eligibility has been re-established by service of an additional consecutive seven years. Not more than two percent (2%) of the total professional staff shall be granted sabbatical leave during any one semester.

D. Duration of Leave. A sabbatical leave may be granted only for one full semester or for two full consecutive semesters.

E. Application and Selection. Application shall be made to the School Committee, the Superintendent and the Staff Council on Personnel Development on the form provided, on or before May 1 or November 1 of the semester preceding that in which the leave is to become effective. The applicant shall be given an interview by said council which shall evaluate each application on the basis of professional growth for the staff member and potential benefit to the school system, and shall make advisory recommendations to the Superintendent.

1. For Study: The applicant must submit his proposed plan of study, a statement of his professional purpose and the expected value to the school system; and evidence of his admission to a college or university.

2. For Travel and Observation. The applicant must submit a detailed itinerary of the countries, areas, or institutions to be visited, the approximate time to be spent in each, and a statement of his purpose for such travel and the expected value to the school system.

(In case the number of applicants exceeds that which is allowable in any one semester, the Staff Council shall recommend to the Superintendent priority on a comparative basis of value to any needs of the school system.)

F. Compensation: Payment of salary shall be made in accordance with the provisions of the Committee for payment of salary to all members of the professional staff, based upon the salary he would receive were he on active status for the year in which leave is effective as follows:

1. For Study: One (1) semester—full salary
   Two (2) semesters—one-half salary
2. For Travel: One (1) or two (2) semesters—one-half salary.

G. Remunerative Work While on Leave: A staff member may not engage in remunerative employment during a sabbatical leave without the approval of the Superintendent. Such approval will not be unreasonably withheld. Exceptions to this provision are scholarships and fellowships in the approved college or university which do not interfere with the staff member's program of study.

H. Report to the Superintendent and the Staff Council: A staff member, upon the expiration of a sabbatical leave shall submit to the Superintendent and to the Staff Council a written report relative to the manner in which the leave was utilized. If the leave was spent in study, a transcript from the college or university attended certifying to the successful completion of the courses taken shall accompany the report; if in travel, substantial evidence of the places and institutions visited.

I. Service Required After Expiration of Leave: A staff member who has been granted a sabbatical leave shall file with the Secretary of the School Committee a written agreement stipulating (1) that he will remain in the service of the School Committee for a period equal to twice the length of his leave; or (2) that in default of this agreement he will refund to the City of Cambridge the amount of salary received while on said leave unless it is ordered otherwise by the School Committee.

J. Interruption of Leave: Interruption of the program of study or travel while on sabbatical leave, caused by serious illness, accident, or other emergency, must be reported to the Superintendent by registered letter mailed within ten days of the interruption. The Superintendent and the Committee shall then review the case to determine the status of the individual concerned.

ARTICLE XXI: SUBSTITUTE TEACHERS.

Every reasonable attempt will be made to secure a substitute teacher from the first day of the regularly assigned teacher's absence.

ARTICLE XXII: PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT.

A. The committee will pay the reasonable expenses (including fees, meals, lodging and/or transportation) incurred by teachers who attend workshops, seminars, conferences or other professional improvement sessions at the request and with the advance approval of the Superintendent of Schools.

B. Course vouchers are provided in lieu of compensation for the use of teachers who assume the added responsibility of supervising student teachers. They will be available to teachers who assume that responsibility. Teachers may request issuance of vouchers from the Office of the Superintendent. A list of unclaimed vouchers will be sent to the Association.

C-1. There shall be a Staff Council on Personnel Development consisting of nine (9) members.

C-2. To ensure representation of all sub-divisions of the schools, membership will be apportioned as follows:

1 from Rindge Technical School
2 from Cambridge High & Latin School
2 from the Elementary Teachers
1 from Pupil Services
1 from the Special Subjects Areas, e.g., Art, Music, Physical Education
1 from the Ratio Salary Schedule Personnel
1 from the Superintendent's office.

C-3. The Cambridge Teachers' Association will, by election, choose three nominees from each of the following areas:

1 from Cambridge High & Latin School
1 from the Elementary Teachers
1 from Rindge Technical School
1 from the Special Subject areas
1 from the Ratio Salary Schedule Personnel

C-4. From the nominees thus chosen the Superintendent will appoint one for each category specified in Paragraph C-3.

C-5. The Superintendent will appoint the following:

1 from Cambridge High & Latin School
1 from Elementary Teachers
1 from Pupil Services
1 from the Superintendent's office.

C-6. Appointments will be for a three (3) year period.

C-7. Members, except the representative of the Superintendent's office, may serve not more than two (2) consecutive terms.

C-8. If, through retirement, resignation, change of assignment or similar reason, a vacancy occurs during the three year term of the Staff Council, the Superintendent will appoint from the remaining two names a successor. If only one name remains he may request another election in which case the procedure applicable to the specific position in which the vacancy occurs shall be employed immediately to appoint a successor to fill the unexpired term.

C-9. The provisions of this section will become effective on the date of the final acceptance of this contract.

NOTE: The consensus of Association is that their designee would be decided by election on the part of all of the members of the professional staff within the specific area they will represent. There will be no restriction of candidates because of lack of membership in the Association. All members of the professional staff are eligible to vote. Prior to the election, the method of election will be submitted to the School Committee for approval. The present staff council will remain in effect until a new Council has been appointed. The Superintendent will select and appoint his nominee within 30 days after the transmittal of the nominees to the Superintendent.

ARTICLE XXIII: PROTECTION.

A. Teachers will immediately report in writing all cases of assault suffered by them in connection with their employment to their immediate supervisor and to the Superintendent.

B. If criminal or civil proceedings are brought against a teacher or if a teacher desires to bring criminal or civil proceedings because of an assault occuring within the scope of his employment, provisions of Section 100C of Chapter 41 of the general laws as amended in 1964 and set forth below, shall apply:

Chapter 41, Sec. 100C, General Laws:

Indemnification of Public School Teachers Against Certain Actions and Claims. In addition to the indemnification provided in Section one hundred A, a city, town or regional school district, acting by its school committee, shall out of any funds appropriated for the purpose of this section which appropriation shall be made in the same manner as appropriations for general school purposes, indemnify a teacher in its employ for expenses or damages sustained by him by reason of an action or claim against him arising out of the negligence of such teacher or other act of his resulting in accidental bodily injury to or the death of any person or in accidental damage to or destruction of property, while acting as such teacher, and may, out of any funds so appropriated, indemnify a teacher in its employ for expenses or damages sustained by him by reason of an action or claim against him arising out of any other acts done by him while acting as such teacher, provided, in either case that after investigation it shall appear to the school committee that such teacher was at the time the cause of action or claim arose acting within the scope of his employment; and further provided that the defense or settlement of any action or claim for which indemnification is sought under this section shall have been made by the city solicitor, town counsel or legal counsel for the district upon request of the school committee, or, if such solicitor or counsel upon such request or such attorney upon such employment fails or refuses to defend such action or claim, by an attorney employed by such teacher.

ARTICLE XXIV: PERSONAL INJURY BENEFITS.

A. Whenever a teacher is absent from school as a result of personal injury because of an accident not specifically caused by his own negligence or an assault occuring in the proper performance of his employment he will be paid his full salary (less the amount received from workmen's compensation for the period of such absence). Absence under this section will not be charged against sick leave.

B. In the proper performance of their employment the Committee will reimburse teachers for—

1. Any clothing or other personal property damaged or destroyed.
2. The cost of medical, surgical or hospital services (less the amount of any insurance reimbursement) incurred as the result of any injury sustained.

ARTICLE XXV: INSURANCE AND ANNUITY PLAN.

A. The Committee will pay one-half the cost of the following types of insurance coverages:

a) A $2,000 term life insurance plan of the type presently available to teachers.

b) Individual or family coverage, whichever applies in the particular case, for blue cross-blue shield of the type carried by Middlesex County.

B. Teachers will be eligible to participate in a "tax-sheltered" Annuity Plan established pursuant to United States Public Law No. 87-370, except that the Association will select a single company and the City Treasurer and the

Business Agent set up guidelines to establish only one enrollment date with a fixed renewal date and that deductions be in the same amounts from each check and in round amounts, i.e., no parts of a dollar.

ARTICLE XXVI: TEXTBOOKS.

A. The School Committee will continue its policy of providing sufficient funds to insure that each pupil in classrooms has proper textbooks for his own use.

ARTICLE XXVII: DUES DEDUCTION.

A. The Committee agrees to deduct from the salaries of its employees dues for the Cambridge Teachers Association, Mass. Teachers Association or the National Education Association, or any one of such Associations as said teachers individually and voluntarily authorize the Committee to deduct, and to transmit the monies promptly to such Associations. Teacher authorizations will be in writing in the form set forth below:

DUES AUTHORIZATION CARD

Name ....

Address ....

I hereby request and authorize the Cambridge School Committee to deduct from my earnings and transmit to the Association checked below an amount sufficient to provide for regular payment of the membership dues as certified by such Associations in equal monthly payments over the remainder of the school year and for succeeding school years. I understand that the Committee will discontinue such deductions for any school year only if I notify the Committee in writing to do so not later than sixty (60) days prior to the commencement of the school year. I hereby waive all right and claim for said monies so deducted and transmitted in accordance with this authorization and relieve the School Committee and all of its officers from any liability therefor.

Teachers Organizations:

Cambridge Teachers Association ....

Mass. Teachers Association ....

National Education Association ....

Date .... Teacher's Signature ....

B. Each of the Associations named in Section A will certify to the Committee in writing the current rate of its membership dues. Any association which will change the rate of its membership dues will give the Committee thirty (30) days written notice prior to the effective date of such change.

C. Deductions referred to in Section A above will be made in equal monthly installments during the school year. The Committee will not be required to honor for any month's deduction any authorizations that are delivered to it later than one (1) week prior to the preparation of the payroll from which the deductions are to be made.

ARTICLE XXVIII: RECOMMENDATIONS.

A. In-service course and workshops should be provided making use of the personnel from local colleges and universities.

B. Approval by the School Committee for the Cambridge Teachers Association to compile a handbook for all teachers. If approved by the School Committee, the cost of printing will be charged to the School Department budget.

C. Separate orientation program into primary, elementary and secondary teachers.

ARTICLE XXIX: GENERAL.

A. There will be no reprisals of any kind taken against any teacher by reason of his membership in the Association or participation in its activities.

B. If it is mechanically feasible the Committee agrees to deduct from teacher's salaries money for the NEA and/or MTA services and programs as said teachers individually and voluntarily authorize the Committee to deduct and to transmit the monies promptly to such Association or Associations. The procedures governing notification to the Committee, the frequency and manner of deduction, revocation of authorization, the like will be similar to those set forth in Article XXVIII regarding dues deduction, to the extent that those procedures are appropriate. It is expressly understood that any deductions which a teacher may authorize the Committee to make from his earnings will be deducted in equal installments from each paycheck received by said teacher during the year.

C. Teachers will be entitled to full rights of citizenship, and no religious or political activities of any teacher, or the lack thereof, will be grounds for any discipline or discrimination with respect to the professional employment of such teacher.

D. The Committee will, upon request, provide the Association with any public documents which will assist the Association in developing intelligent, accurate, informed and constructive programs on behalf of the teachers and their students.

E. A copy of the official Agenda of each School Committee meeting will be given to the Association at the same time it is made available to the School Committee. A copy of the official report of each meeting, containing public documents will be given to the Association after the minutes are approved by the Committee.

F. The Association and the Committee will share equally the cost of printing an initial one thousand (1,000) copies of this Agreement. A copy will be supplied for each teacher. Either party may print additional copies at their own expense.

G. If any provision of the Agreement or any application of the Agreement to any employee or group of employees shall be found to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications will continue in full force and effect for the duration of this Agreement.

H. This Agreement constitutes Committee policy and Administrative policy and administrative regulations for the term of said Agreement with respect to the commitments contained therein, and the Committee and the Administration will carry out those commitments and give them full force and effect as Committee policy and Administration regulations.

ARTICLE XXX: DURATION OF CONTRACT.

This Contract will remain in effect until December 31, 1968.

ARTICLE XXXI: NO STRIKE.

During the term of this Agreement, the Association agrees that they will not cause, condone, sanction or participate in any strike, walkout, slow down or work stoppage.

The Association and its members individually and collectively agree that if there is a violation of this clause, any or all teachers violating this clause will, at the discretion of the Committee, be subject to disciplinary action, including discharge, suspension, or complete loss of seniority, and the matter will not be arbitrable.

ARTICLE XXXII: SCHOOL COMMITTEE RIGHTS.

Nothing in this Agreement shall be deemed to derogate from or impair any power, right or duty heretofore possessed by the School Committee, or to change any rule or policy adopted prior to the date of the acceptance of this agreement, except where such right, power, duty, rule or policy is specifically limited or changed by this contract.

ARTICLE XXXIII: EMERGENCIES.

have the right to make necessary changes in the provisions of this contract for the best interests of all the pupils and the teachers, for the duration of

A. If an emergency situation should arise, the School Committee shall said emergency.

B. New construction of school buildings which involves the demolition of buildings and the displacement of pupils will constitute an emergency under this Article.

CAMBRIDGE TEACHERS SALARY SCHEDULES

EFFECTIVE JANUARY 1, 1968

Step	Salary	Increment	Increase
Appt.	$ 5,900		$ 300
1	6,150		350
2	6,450		350
3	6,800		400
4	7,150		450
5	7,500		500
6	7,900		500
7	8,300		500
8	8,700		500
9	9,100		500
10	9,500		500
11	9,900		500

EFFECTIVE SEPTEMBER 1, 1968

Step	Salary	Increment	Increase
Appt.	$ 6,200		$ 600
1	6,500		700
		$300	
2	6,800		700
		300	
3	7,200		800
		400	

4	7,600		900
		400	
5	8,000		1,000
		400	
6	8,400		1,000
		400	
7	8,800		1,000
		400	
8	9,200		1,000
		400	
9	9,600		1,000
		400	
10	10,000		1,000
		400	
11	10,400		1,000

MASTER'S DEGREE		600
" "	plus 15 hrs.	200
" "	plus 30 hrs.	200
DOCTORATE		400

Extra-Curricular Activities:

The School Committee is presently conducting a study of comparable school systems and will establish a schedule of payments for extra-curricular work appropriate for the Cambridge School System.

Administrators' Salary Schedule:

The present ratio salary schedule now in effect for administrators will continue in force for the term of this contract.

Athletic Coaches Salary Schedule:

The present salary schedule for athletic personnel will continue as established for the term of this contract.

Other Salary Schedule: (Effective January 1, 1968)
(Illustrative Categories)

A) Driver Education Teachers	$5.00 per hr.
B) Night School & Adult Edu. Teacher	
(without experience)	$6.25 per hr.
(with experience)	$6.75 per hr.
C) Summer School Teachers	$6.00 per hr.

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Calendar:

On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the Superintendent's report on Teacher Recruitment, set forth in its entirety below: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea":

The following report is submitted in compliance with a School Committee Order of 7 March, 1967 regarding the general recruitment situation in the Cambridge School Department.

In September some 70 new teachers will report for duty in the Cambridge Schools. The specific number of teachers who will report will be made available at the next School Committee meeting. Recruitment still continues at the time of this report. A forward looking change in rules allowing the Board of Examiners to evaluate eligible candidates as they become available passed by the Committee on 6 June, 1967 makes this possible.

A summary of this past recruitment period from 1 February to the present indicates that:

1. 92 teachers were recommended by the Board of Examiners to the Superintendent for his consideration and recommendation to the School Committee.
2. 71 teachers have returned signed contracts.
3. The 92 teachers were selected from some 450 candidates who were interviewed.
4. In addition to the 450 candidates evaluated by the Board of Examiners the Assistant Superintendents conducted several informal interviews daily with those expressing some interest in the Cambrige Public schools.
5. No accurate record was kept of the number of those who telephoned for information regarding appointment possibilities. A conservative estimate, however, would be over 20 calls are received daily.
6. A minimum of 15 letters is received daily. Each of these is answered.

Most of our regular classrooms are opening with regularly appointed teachers. It is true, however, that some critical areas do still exist — female physical education teachers, teacher-librarians, school adjustment counselor, and home economics. Recruitment continues in these areas. A specific recommendation on a request to change the policy for hiring adjustment counselors is attached to this report — Appendix A.

The Board of Examiners continues to seek to improve its selection process. It is of particular concern that nominations to the School Committee are not made at an earlier date each year. It is obvious that many highly qualified applicants are lost each year because of the uncertain date of a contract. This delay is primarily due to the administrative machinery of the appointment process. The Board of Examiners has no control of the dates of the National Teacher Examination, a specific requirement for experienced teachers applying to Cambridge.

Recent information from the Educational Testing Bureau at Princeton,

N. J., indicates that new dates for the National Teacher Examination will result in school systems receiving the test scores at more convenient times. It is now planned to have the examination held in the months of November, January, April and July, with scores to be available approximately five weeks after the examination. This information will be publicized in our announcements each Fall.

A second serious problem for the Board is the time consumed by the demonstration class required of experienced teachers. As has been indicated in previous reports of the Board to the School Committee, these demonstrations do not measure significant factors not available from other sources. Since this phase of the appointment process does not actually aid in evaluation and since these demonstrations are so time consuming for the staff, the Board of Examiners again asks for its repeal. Experience over many years is that one brief session of observed teaching is not an adequate sample of behavior for a reliable judgment of an applicant's teaching ability to be made. School systems do share honest evaluations with each other on the ability and potential of their employees applying to other systems. This evaluation is valid for it reflects the teacher's experience over a long period in the daily routine of a classroom, a much more realistic criteria.

In order to improve the recruitment policy and practice of the Cambridge School System, the Board of Examiners again asks consideration of its previous proposal to the School Committee.

The Board of Examiners asks the Superintendent to recommend to the School Committee the following changes in their rules, that the section titled:

Requirements for Appointment of Teachers will read:

Requirements for Appointment of Teachers: Section 19 Eligibility By vote of the Committee all persons desirous of entering the service of the public schools in Cambridge shall be examined for scholarship, experience and personal fitness for the work in accordance with the rules of the Committee.

Announcement of Examinations for Teacher Candidates:

State Departments of Education, accredited colleges and universities, and the Massachusetts Division of Employment Security shall be notified each Fall of the requirements for appointment and of the anticipated opportunities for appointment.

Notice of appointment requirements shall appear in Cambridge newspapers three times each year.

Requirements for Teaching Appointments:

a. State Certificate in the area for which the candidate applies.

b. Bachelor's degree. Degree must be from a college or university approved not only by Division of Teacher Certification and Placement, Massachusetts Department of Education, but also accredited by the New England Association of Colleges and Secondary Schools, or one or another of the comparable regional accrediting associations, and/or by the National Council for Accreditation of Teacher Education. Both regular classroom instructors and special area teachers must possess a degree appropriate to their field.

c. United States Citizenship.

d. Experience: One year of teaching experience or be a full time student at an accredited college or graduate school in the upper quartile of his class, except that applicants who are legally domiciled in Cambridge for at least three years prior to the date of application may be selected if they are in the upper half of their class at the college they attend.

Appointment Procedure:

1. The National Teacher Examination will be taken by all candidates prior to recommendation for appointment. A minimum score of 550 points in the Common Examination and 50 points on the Teaching Area Examination (formerly called Optional Examination) will be essential for qualification. The maximum score on this section — 60 points.

2. Academic record (or work experience for shop teachers) will be evaluated. The maximum score on this section is 20 points.

3. An evaluative interview, conducted by Staff Board of Examiners. A maximum score on this section is 20 points; a minimum score of 12 will be necessary for qualification.

4. Applicants who have qualified are then to be awarded points for successful experience (classroom teaching) based upon the following:
   a. 2 points will be awarded for each successful year of teaching up to 3 years . . . . 6 points.
   b. An additional point will be awarded for each additional successful year up to 4 years . . . . 4 points.

5. Veterans will be awarded 5 points additional.

Candidates will then be listed in appropriate areas according to their total point score. The Superintendent shall nominate from the lists so established names of certified applicants to fill vacancies as they occur.

Candidates' marks on a list shall remain for three years from the date of promulgation by the Board of Examiners.

The candidate who stands first on the list shall be offered the position. After a candidate has refused twice to accept the position, his name shall be placed at the end of the list on which it appears.

Lists shall be prepared by the Board of Examiners with a new list submitted to each member of the School Committee after each evaluation period, placing all candidates in order of their rank based upon their marks.

New teachers shall be required to pass a physical examination including tuberculin test and chest X-Ray, the physician's examination to be given by the school physician free of charge and the tuberculin and X-Ray tests to be given by the Board of Health free of charge. Where X-Rays are taken by private physicians they shall, in all cases, be read by the Board of Health physician.

The Staff Board of Examiners:

The Superintendent shall designate a board of six (6) persons connected with the professional staff of The Cambridge School System subject to approval by the School Committee to assist the Superintendent in choosing successful candidates. The Assistant Superintendents shall also serve ex officio as members of the Board.

It is the considered opinion of the Board of Examiners that the above proposal if approved by the School Committee will minimize the necessity for long term substitute assignments while maintaining quality teaching in the Cambridge Schools.

These recommendations are made for the following reasons:

1. This consolidated list would end the deification of experience without destroying the importance of experience.
2. This plan would allow provisional teachers of superior potential to be evaluated despite the existence of candidates on a previous list.
3. This procedure, we believe, strengthens our pursuit of quality for all candidates would be on the same scale with common criteria used for evaluation, i.e. each candidate would take the National Teacher Examinations, each candidate would present his academic or work record, and each candidate would have an evaluative interview. Candidates would be scored on the following point score.

a. The National Teacher Examinations	60 points
b. Academic Record	20 points
c. Evaluative Interview	20 points

1. 12 points necessary for passing.

4. Recruitment could continue throughout the calendar year with candidates placed on a list if at the moment a vacancy did not exist. As changes occurred, and do occur, the next name on the list, if still available could be recommended for appointment.

No recommendation for the qualifications for shop teacher appointment is presented at this time until the General Court and the State Board of Education establish minimum requirements.

APPENDIX A

The Board of Examiners has made the attached recommendation to the Superintendent to alleviate a critical situation in the recruitment of school adjustment counsellors. Because most school systems are attempting to improve their guidance programs, highly trained personnel in this specialized area are in high demand. The present policy of examination by an outside committee of experts has discouraged applicants from considering Cambridge when other communities place no such restrictions. To make the Cambridge position competitive the Board of Examiners has thus made this proposal.

The Board of Examiners respectfully recommends the following changes in the Rules of the Cambridge School Committee:

1. Delete the Section entitled "School Adjustment Counsellor" — p. 37 Rules of the Cambridge School Committee.
2. Substitute: School Adjustment Counsellor.

   The position of School Adjustment Counsellor shall be established in accordance with the provisions of Chapter 696 of the Acts of 1955. An applicant for the position must obtain the approval of his or her professional and personal qualifications from the Commissioner of Education and from the Division of Youth Service. Qualifications shall include a Master's degree in social work, psychology, sociology, education, guidance or juvenile adjustment from an accredited college or university.

All candidates meeting these requirements shall be examined by the Board of Examiners of the Cambridge School Department under the same procedure as is followed in the rating of guidance counsellors.

1. Candidiates will file applications with the Cambridge School Department indicating either one year of full time, paid, successful and fully attested experience or three years of successful classroom experience.
2. Candidates will be interviewed and evaluated by the Board of Examiners of the Cambridge School Department.
3. Candidates will be required to meet the same requirements for United States Citizenship and for physical qualifications as those adopted for teachers.

School adjustment counsellors will be subject to the same hours and receive the same compensation as the guidance counsellors.

A motion presented by Mr. Olesen, seconded by Mr. Good, at the meeting of September 5, 1967 "That Master's Assistants in all elementary schools having a full-time Master and Sub-master shall not be excused from their teaching assignments unless both Master and Sub-master are absent from the school building" failed of adoption. On motion by Mr. Good, seconded by Mr. Olesen, it was voted to make part of the minutes the following communication received from John J. Sullivan, Master of the Harrington School, relative to the duties of his Master's Assistant:

HARRINGTON SCHOOL
650 Cambridge Street at Willow
Cambridge, Massachusetts 02141

JOHN J. SULLIVAN, Master
676-4500

September 15, 1967

Mr. John M. Tobin
Superintendent of Schools
1700 Cambridge Street
Cambridge, Massachusetts 02138

Dear Mr. Tobin:

Mary J. Lundergan, Master's Assistant, has the following duties to perform under the present circumstances:

1. The management of substitute teachers, i.e. calling the central office to report the absence of regular teachers and arranging the proper placement of the substitutes from 8:00 A.M. until the substitute arrives.
2. When possible the substitution for the absent teacher until the substitute arrives.
3. The assumption of the classroom responsibility for the absentee teacher if no substitute is available.
4. The supervision of new teachers, particularly at the middle and upper

grades and in the subject of mathematics during planned, specific periods.

5. Assistance in the scheduling of student teachers, observers and teacher demonstrations.
6. Assistance in the proper grade placement of children entering from other schools.
7. Help in the adjustment by way of conference of recalcitrant children, giving them encouragement and counsel for proper attitudes.
8. Complete charge of the building in the absence of the Master and Submaster.
9. Cooperation with the Master in the organization and scheduling of classroom programs.
10. General help and supervision for all teachers in their manifold problems during the routine classroom work of the day.

I am of the strong opinion, therefore, that Miss Lundergan's contribution to the varied and important phases of the administration, organization, and supervision of this large school (1035) is invaluable and indispensable.

Any motion which would deprive the children of this community of her thoughtful and intelligent fusing together of all the finer attributes of an excellent administrator in this capacity would be ill-advised.

Sincerely yours,
John J. Sullivan

Tabled Matters:

On motion by Mrs. Ackermann, seconded by Mr. Good, it was voted to take from the table Communications from the City Manager relating to (1) long-range capital improvement in the High & Latin, Roberts, Longfellow and Webster schools; (2) the matter of a recommendation for procedure to acquire land around school buildings where expansion is planned; (3) relative to the release of the old Kelley School. On motion by Mrs. Ackermann, seconded by Mr. Good, it was then voted to refer these matters to the Committee on Buildings & Grounds.

Awaiting Report:

Conforming to an order that he investigate the "school-to-home" telephone instruction system and the possibility of using this in the Cambridge system, the Superintendent recommended that Cambridge provide the "school-to-home" telephone instruction system to certain children confined to their homes. It is further recommended that this program should be limited to pupils who meet the criteria stated below:

1. The pupils should be at the secondary level.
2. The physician treating the child should state in writing —
   a) that the child is physically capable of receiving instruction.
   b) that the child's illness will prevent his attendance in school for the entire year.
3. The pupil should be capable of profiting by such instruction.

On motion by Mr. Olesen, seconded by Mr. Good, it was voted that the foregoing report be placed on the "calendar".

Conforming to an order that he study the advisability of addressing the incoming students of our schools relative to the reason they are being given an education, the responsibility inherent in our education and the opportunities as a result of this education; the Superintendent presented the following report and on motion by Mrs. Ackermann seconded by Mr. Solomons it was voted to place the report on file:

> The orientation program for the incoming students of the high schools which took place this year, as in the past years, emphasized the subject matter which is contained in this order. The guidance program, both group and individual counseling, continues this basic emphasis throughout the years that the students attend schools. The student councils at the schools, in the aspect of the orientation program, discuss these same principles. Guest speakers at assemblies during the year and the annual School & Commerce Day provide personal contacts with community leaders who are themselves proof of the value of adherence to these same principles. The Superintendent is certain that the teachers in their classes frequently emphasize during the school year the values of an education, the individual responsibilities of the student for his own learning and the direct relationship between the extent of one's education and the opportunities which will be his in his post school years as a citizen of the community. It is my opinion that such an order is inadvisable since this policy is presently in effect.

NEW BUSINESS

On motion by Mr. Good, seconded by Mrs. Ackermann, it was voted that the Cambridge School Committee record with deep sorrow the sudden and untimely death of Cambridge Chief of Police Daniel J. Brennan and to express to Chief Brennan's family their sincere sympathy in their bereavement. Chief Brennan was formerly Safety Officer assigned to the protection of school children throughout the City of Cambridge and was considered a fine Christian gentlemen by all with whom he was associated in the Cambridge School Department.

On motion by Mr. Fitzgerald, seconded by Mr. Olesen, it was voted on the following roll-call that the Superintendent and his staff, the Secretary and members of the School Committee be authorized to attend the annual conference of the Mass. Association of School Superintendents and the Mass. Association of School Committees on October 11-14, 1967 at West Harwich, Mass., at a cost not to exceed $175.00 per person: Mrs. Ackerman, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

There being no objection the chairman ordered placed on the 'calendar' a motion by Mr. Olesen, seconded by Mrs. Ackermann, that whereas the school committee desires the best possible educational leadership for the children of Cambridge, that a committee of three be appointed to oversee the advertising and recruitment of applicants for the position of Superintendent of Schools; and, further, that this committee will interview and evaluate all candidates and shall recommend to the full School Committee candidates they feel are qualified to fill the position. This committee shall report its findings to the School Committee no later than April 15, 1968. The committee shall include Dean of the Graduate School of Education of Harvard University, Dean of the School of Education, Boston College, and Dean of School of Education, Boston University.

On motion by Mr. Olesen, seconded by Mr. Good, it was voted that the Superintendent study and report on a plan to have the school bus pick up the kindergarten children at the M. E. Fitzgerald School at the conclusion of the morning session and also at the conclusion of the afternoon kindergarten session.

Mr. Good moved, seconded by Mrs. Ackermann that the Superintendent proceed forthwith to conduct an examination in accordance with the Rules of the School Committee to fill the existing vacancy of Headmaster's Assistant (Mathematics) at Rindge Technical School. On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to amend the motion by adding "except that prior to recommending a Board of Examiners to conduct such an examination the Superintendent shall report to the School Committee as to whether or not this position should be filled." It was then voted to adopt the motion as amended.

On motion by Mr. Duehay, seconded by Mr. Good, it was voted to convene in executive session.

The Superintendent recommended that the following persons be elected teachers in the Cambridge School System at the salary and to the school indicated in each case, to be effective September 1, 1967:

Permanent

Thorndike School	Susan E. Noonan	Teacher Gr. 6	$6200. per yr.
Voc. School for Girls	Regina B. Cardwell	Teacher Home Econ.	$5600. per yr
High & Latin School	Gertrude F. Mullenmeister	Teacher Health	$5600. per yr.
Rindge Tech.	Samuel J. Ferraro	Teacher Electricity	$7000. per yr.
Provisional:			
M. E. Fitzgerald School	Mary Noonan	Teacher Gr. 5	$5600. per yr.
Elementary	Patricia Kay Green	Teacher Phys. Ed.	$5600. per yr.

On motion by Mr. Olesen, seconded by Mr. Good it was unanimously voted to suspend the rules for the purpose of taking action on the Superintendent's recommendation at this meeting. On motion by Mr. Olesen, seconded by Mr. Good, it was voted on the following roll-call to adopt the Superintendent's recommendation on the election of teachers: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea". The rules were again suspended and a motion by Mr. Olesen, seconded by Mr. Good to reconsider the foregoing vote (hoping same would not prevail) failed of adoption.

The Superintendent recommended that Joseph A. Keefe, a teacher at the Russell School be appointed Director of the Adult Basic Education classes founded under Title IIb of the Economic Opportunity Act, at a stipend of $8.00 per hour for a total of sixty-four (64) hours, $512.00. On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was unanimously voted to suspend the rules for the purpose of taking action on the Superintendent's recommendation at this meeting. On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted on the following roll-call to adopt the Superintendent's recommendation: Mrs. Ackerman, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Olesen "Present". The rules having again been suspended, a motion by Mr. Solomons to reconsider the foregoing vote (hoping same would not prevail) failed of adoption.

On motion by Mr. Good, seconded by Mr. Solomons, it was voted on the following roll-call to adopt a recommendation by Mr. Kozlowsky, Director of Physical Education and Athletic Activities, concurred in by the Superintendent of Schools that John B. Arone, teacher at the Boys' Vocational School be reappointed Soccer Instructor for the Secondary School and that Joseph A. Colannino be appointed Assistant Football Coach at High & Latin School: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea". The rules having been suspended a motion by Mr. Good, seconded by Mr. Olesen to reconsider the foregoing vote (hoping same would not prevail) failed of adoption.

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted that the matter of appointing a locker room attendant for girls at the War Memorial be referred to the Superintendent with power.

Mr. Kozlowsky informed the committee that he had received three applications for the position of Assistant Football Coach at Rindge Technical School: Robert Richards, a teacher at Rindge Technical School; Thomas Scalese, a teacher at the M. E. Fitzgerald School; William Crisafi, a Physical Education teacher in the Revere Schools. On the basis of experience Mr. Kozlowsky recommended that Mr. Crisafi be appointed to the position of Assistant Football Coach at Rindge Technical School. Mr. Duehay moved, seconded by Mr. Solomons, to accept Mr. Kozlowsky's recommendation. Mr. Good offered a substitute motion, seconded by Mr. Duehay that Robert Richards be appointed to the position. The substitute motion failed of adoption. Mr. Good offered another substitute motion that Mr. Thomas Scalese be appointed to the position of Assistant Football Coach at Rindge Technical School. On motion by Mr. Duehay, seconded by Mr. Fitzgerald, it was voted that the matter be placed on the table.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to convene in regular session.

On motion by Mr. Duehay, seconded by Mr. Olesen, it was voted to ratify and affirm the votes taken in executive session.

On motion by Mrs. Ackermann, seconded by Mr. Good it was voted to adjourn.

ADJOURNED.

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE

(Official Report)

REGULAR MEETING

Tuesday, October 3, 1967

Members present: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes.

Mayor Hayes in the chair.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that the minutes of the meeting of September 19, 1967 be approved as presented.

On motion by Mrs. Ackermann, seconded by Mr. Good, it was voted to make part of the minutes the following communication from the Cambridge Teachers Association:

Sept. 29, 1967

Cambridge School Committee
Cambridge, Mass.

Dear Sirs and Madam:

The Cambridge Teachers Association at a General Meeting on Sept. 28, held at the Peabody School, voted on ratification of the proposed contract between the Association and the Committee. The vote was as follows:

For Acceptance	144
Against Acceptance	7

A motion for reconsideration was made and failed of adoption.

Sincerely yours,
/s/ Peter Nelligan
President and Chairman of the
Negotiation Committee

On motion by Mr. Fitzgerald, seconded by Mr. Good, it was voted on the following roll-call to place on file without being read a communication from Edward J. Gurry, relative to providing supplies and text books for pupils: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Olesen voting "Nay".

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted that the Cambridge League of Women Voters be granted permission to use the Longfellow School Auditorium on November 2 for the purpose of sponsoring a candidates rally and that the rental fee of $25.00 be waived, the League to pay only custodian and police fees.

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to make part of the minutes the following Certification of Representatives as received from the State Labor Relations Commission:

Certification of Representatives

Pursuant to the Commission's decision of August 7, 1967, an election by secret ballot was conducted on September 19, 1967 The results of the secret ballot are as follows:

Total number eligible	69
Total ballots cast	53
Ballots cast for the Union	49
Ballots cast against the Union	4
Ballots protested	0
Blank and void ballots	0

Therefore by virtue of and pursuant to the power vested in the Labor Relations Commission by Sec. 178H of Chapter 149,

It is hereby certified that American Federation of State, County and Municipal Employees and its appropriate affiliates, AFL-CIO has been selected by a majority of the employees in the appropriate bargaining unit set forth in the Commission's decision as their representative for the purposes of collective bargaining, and that pursuant to Section 178H (3) of the Law, American Federation of State, County and Municipal Employees and its appropriate affiliates, AFL-CIO is the exclusive representative of such employees of City of Cambridge School Committee for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment and other conditions of employment.

STATE LABOR RELATIONS COMMISSION
/s/ Michael J. John, Chairman
/s/ Stephen E. McCloskey, Commissioner
/s/ Madeline H. Miceli, Commissioner

On motion by Mrs. Ackermann, seconded by Mr. Good, it was voted to make part of the minutes the following communication from the Mass. State Council American Federation of State, County and Municipal Employees and, further, that Howard V. Doyle, President, be invited to appear before the School Committee at the next regular meeting scheduled for October 17, 1967:

American Federation of State, County & Municipal Employees

Mass State Council

Sept. 28, 1967

Edward J. O'Connell, Secretary
Cambridge School Committee
Cambridge, Mass. 02138

Dear Sir:

As a result of the certification election held on September 19, 1967, we are asking for a preliminary meeting with the School Committee to discuss procedure and ground rules prior to Collective Bargaining.

May I suggest that you set a mutual time for this meeting and inform this office of the time and place.

I sincerely hope our relationship will be cordial and enlightening.

Sincerely yours,
// Howard V. Doyle
President

SUPERINTENDENT OF SCHOOLS

Reports and Recommendations

The Superintendent regretfully reported the death, on September 19, 1967, of Joseph F. Gould, teacher-in-charge of the Boys' Vocational School. On motion by Mr. Good, seconded by Mrs. Ackermann, it was voted that the School Committee record with deep sorrow the death of Joseph F. Gould, a member of the faculty of the Cambridge School Department for twenty-eight years and assigned as teacher-in-charge of the Boys' Vocational School; and, further, that the Committee extend to Mr. Gould's family their sincere condolences upon learning of his death.

On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted to accept the resignation of Katherine B. O'Sullivan, teacher at the Cambridge High & Latin School, effective September 21, 1967.

The Superintendent reported the marriage of Joanne L. Junor, teacher at High & Latin School to David J. Foster, and that her name will now appear on our records as Joanne L. Foster.

On motion by Mr. Good, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that Joseph G. Sateriale, Director of Mathematics, be granted leave of absence without loss of stipend on October 17-19, 1967 for the purpose of allowing Mr. Sateriale to serve on the visiting committee for the evaluation of Gloucester High School.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to adopt the Superintendent's recommendation that high school students, grades 9-12, be permitted to participate on a voluntary basis in the United National Art Contest being sponsored by the League of Women Voters.

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

CALENDAR:

On motion by Mr. Duehay, seconded by Mr. Good, it was voted on the following roll-call to adopt the Agreement between the Cambridge School Committee and Cambridge Teachers' Association, said Agreement having been set forth in its entirety in the minutes of the meeting of September 19, 1967: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Olesen "Present". There being no objection the chairman ordered noted in the records that Mr. Olesen preferred to be recorded as "Present" inasmuch as Mr. Olesen has close relatives employed in the teaching staff. The rules having been suspended, a motion by Mr. Duehay, seconded by Mr. Solomons, to reconsider the foregoing vote (hoping same would not prevail) failed of adoption.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to adopt the Superintendent's report on Community Schools, spread in its entirety in the minutes of the meeting of September 19, 1967.

Question came on the following report submitted by the Superintendent at the meeting of September 19 relative to School-to-home telephone instruction system:

> That Cambridge provide the "school-to-home" telephone instruction system to certain children confined to their homes; that this program should be limited to pupils who meet the criteria stated below:

1. The pupils should be at the secondary level
2. The physician treating the child should state in writing—
    a) that the child is physically capable of receiving instruction.
    b) that the child's illness will prevent his attendance in school for the entire year.
3. The pupil should be capable of profiting by such instruction.

Mr. Duehay moved, seconded by Mr. Solomons, to approve the foregoing report of the Superintendent and adopt the recommendations contained therein. Mr. Good offered a substitute motion, seconded by Mr. Olesen, that notwithstanding the Superintendent's recommendation, Cambridge shall provide the 'School-to-Home' telephone instruction system to certain children confined to their homes and that this program should be limited to pupils who meet the criteria as follows: (a) the physician treating the child should state in writing that the child is physically capable of receiving instruction and (b) the pupils should be capable of profiting from such instruction. On the following roll-call vote it was voted to adopt a motion by Mr. Fitzgerald, seconded by Mr. Solomons, that this matter be placed on the table: Mr. Duehay, Mr. Fitzgerald, Mr. Solomons and Mayor Hayes voting "Yea"; Mrs. Ackermann, Mr. Good and Mr. Olesen voting "Nay".

Question came on a motion presented by Mr. Olesen at the meeting of September 19, 1967, seconded by Mrs. Ackermann, that whereas the school committee desires the best possible educational leadership for the children of Cambridge, that a committee of three be appointed to oversee the advertising and recruitment of applicants for the position of Superintendent of Schools; and, further that this committee will interview and evaluate all candidates and shall recommend to the full School Committee candidates they feel are qualified to fill the position. This committee shall report its findings to the School Committee no later than April 15, 1966. The committee shall include Dean of the Graduate School of Education of Harvard University; Dean of the School of Education—Boston College; Dean of the School of Education—Boston University. It was voted not to adopt an amendment by Mr. Solomons, seconded by Mr. Duehay, that the committee be enlarged to a committee of five to include the foregoing deans of the colleges mentioned in the main motion and also the dean of the School of Education—Tufts University and the Dean of Science—Mass. Institute of Technology. On the following roll-call the main motion failed of adoption: Mrs. Ackermann, Mr. Duehay, and Mr. Olesen voting "Yea"; Mr. Fitzgerald, Mr. Good and Mayor Hayes voting "Nay"; Mr. Solomons "Present".

Tabled Matters:

On motion by Mrs. Ackermann, seconded by Mr. Good, it was voted to take from the table and refer to executive session the matter of an Assistant Coach of Football at Rindge Technical School.

Awaiting Report:

It was unanimously voted to adopt a motion by Mr. Good, seconded by Mr. Olesen, that the motion now on "awaiting report" "that all teachers in the Cambridge School Department with Bachelor's degree and 25 years of experience (except teachers with two bachelor degrees) shall receive an equivalency of a Master degree for salary purpose only," be given leave to withdraw.

Conforming to an order that he report on the motion 'that the Superintendent order the Director of Health and Safety to form a committee of doctors to speak to the pupils of the public schools regarding the medical effects of glue sniffing, pot, LSD, venereal disease and other health hazards which are becoming more prevalent among school age children," the Superintendent presented the following report from Mr. Cremens, Director of Health & Safety and on motion by Mr. Olesen, seconded by Mrs. Ackermann, it was voted on the following roll-call to approve the report and adopt the recommendations: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

John M. Tobin, Superintendent
Cambridge School Department
Cambridge, Mass.

Dear Mr. Tobin:

Many resources have been explored to have a committee of doctors supplement what is presently being taught in the Cambridge schools relative to glue sniffing, LSD, Pot, V. D. and other health hazards which are nationally becoming more prominent. I am attaching with this report a list of authorities to whom I have recently spoken and who have indicated an interest in participating in an educational program dealing with these very sensitive areas.

A general but valid conclusion from these authorities is that:

1. Small group instruction rather than large assemblies is preferable
2. Adult group instruction, parents and teachers, is the effective way to undertake this professional responsibility.
3. An in-service training program for teachers is most desirable.

As a result of these conversations and after discussion with the Superintendent, I have already requested Staff Council approval of a voluntary in-service work-shop for teachers to carry three (3) semester hours for increment credit. An outline of this course has already been developed with the cooperation of the Cambridge Tuberculosis and Health Association has already allocated one thousand dollars ($1,000.) to underwrite the expenses of this program as indicated in the enclosed outline. Moreover, these doctors have indicated a willingness to participate personally in the workshop. Planning for this workshop began last spring and details are now being finalized.

I will continue to supplement our courses in Health Education with talks by experts in the specific fields. Moreover, our policy of using the latest appropriate films and other audio-visual aids will continue.

Sincerely yours,
/s/ Charles H. Crements
Director-Dept. of Health & Safety

On motion by Mr. Good, seconded by Mrs. Ackermann, it was voted that the School Committee extend its deepest sympathy to Mr. Edward Duffitt, teacher at the Russell School, and to Mrs. Duffitt, on the death of their son, Edward Duffitt, Jr., who was killed in action in Vietnam.

On motion by Mrs. Ackermann and Mr. Solomons jointly, it was voted that the Superintendent be requested to present for the consideration of the committee at the next meeting all possible alternate plans for schooling the Houghton children while their old school is being torn down and the new one built.

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted that the Superintendent be requested to draw up as soon as possible for the School Committee a list of actions that the School Committee must take in order to conform to the contract signed with the Cambridge Teachers Club effective this date, and, further, that the Secretary of the School Committee be instructed to report whatever rule changes will be necessary by reason of the said Agreement.

On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted that police roll-call is taken at 7:45 a.m. and many of the school crossings are not protected until a great many of the children arrive at school, that the Acting Chief of Police be requested to formulate a plan whereby all school crossings are properly protected not later than 7:55 a.m. in order to provide proper safety for the children going to school in the morning.

It was unanimously voted that the Cambridge School Committee proudly extends its congratulations to the Boston Red Sox Baseball Team for winning the American League Baseball Championship and the Committee's sincere best wishes for triumph in the coming contest for the World Championship.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that in view of the fact that the first regular meeting in November is scheduled to be held on November 7 which is Election, that the rules of the School Committee be suspended for the purpose of changing the date of the first regular meeting in November. On motion by Mr. Duehay, seconded by Mr. Solomons, it was then voted that the date for the first regular meeting in November be changed from November 7 to November 14.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that the City Manager proceed forthwith to take all necessary steps to have the site of the new Houghton School cleared by January 1, 1968 to meet the construction schedule outlined by the principal architect, Sert, Jackson and Associates.

There being no objection, the chairman ordered placed on the 'calendar' a motion offered jointly by Mr. Duehay and Mr. Fitzgerald that Whereas, a Cambridge citizens' committee has submitted a thoughtful report outlining the interests of many Cambridge individuals and groups in community schools; and Whereas, the Superintendent of Schools has submitted a comprehensive report outlining the programs already undertaken by the school department for the benefit of the community; and Whereas the Cambridge School Committee is constantly aware of its obligation to make its facilities available to all residents wherever reasonable and practical; Therefore, be it resolved, that the Cambridge School Committee adopt the following policies and procedures regarding community schools:

1. Community Use of School Facilities — General Considerations

The School Committee accepts and endorses the community school program as a program important to an urban community such as Cambridge. In so doing, the School Committee defines a community school as one that functions in the following ways:

1. As an educational center — as a place where children and adults have opportunities for study and learning.

2. As a neighborhood recreation center — as the place where citizens of all ages may take part in such things as sports, physical fitness programs, informal recreation, arts and crafts classes, civic meetings, and other similar leisure-time activities.

3. As a center for community services — as the place where individuals and families may obtain health services, counseling services, legal aid, employment services, and the like.

4. As a center of neighborhood or community life — the idea being that the school will serve as a meeting place for formal and informal neighborhood groups.

Furthermore, the School Committee is prepared to accept an important role in carrying out the idea of the community school. It does so, however, with a clear recognition that its own sense of commitment and its own activities must be supplemented by a similar and appropriate effort on the part of municipal departments, private agencies, and interested individuals if the community school concept is to realize its full potential.

In further refining the definition of its role, the School Committee will do so within the framework of the following general principles:

1. The principal responsibility of the School Committee is to provide a good educational program for children and youth. This responsibility takes precedence over all the other aspects of the community school program.

2. The responsibility of the School Committee to help develop the school as a community center, as a service center, and as a focus of neighborhood life is consistent but not necessarily coordinate with its responsibility to develop the school as an educational institution.

3. The School Committee recognizes that school buildings are public buildings and as such should be readily available for public use in after-school hours, or at other times, if such community use does not conflict with the regular day-school program.

4. The School Committee is responsible for all school buildings and grounds and must maintain ultimate control over decisions relating to those facilities. It follows from this that the School Committee cannot relinquish such control to any other public or private group.

5. The School Committee is exclusively responsible for providing the staff and formal program for the operation of the schools as educational centers.

6. The School Committee is prepared to assist other public agencies and private groups with limited staff time to develop the non-educational aspects of the community school program.

7. Public agencies or private groups seeking to develop and carry out programs in the community school will have substantial

responsibility for the development, execution, and staffing of all programs established under their auspices.

8. The School Committee recognizes that there are important advantages to having members of the school staff participate in community school activities. The Committee will do whatever seems practicable to encourage such participation — with the understanding that all such participation by staff members will be (a) limited to non-school hours, (b) strictly voluntary, or (c) with extra compensation to be paid by the public or private agency responsible for the specific program. The exception to this will be those School Department employees with regular assignments in the community school program.

9. The School Committee has a strong belief in the importance of seeking the advice and guidance of local neighborhood residents in the formulation and execution of those programs that are peculiarly associated with the community schools concept.

As stated previously, the responsibility for developing a sound and effective educational program in all schools rests directly upon the School Committee and the school instructional staff.

The responsibility of the School Committee and the school staff for the non-educational phases of the community school program, however, is less precise. Clearly, it is impossible for the School Committee alone to formulate a program that can meet the many and varied needs of any neighborhood. To do so would require staff and financial resources not available to the School Committee. In other words, the operation of community services of a non-educational type must become a responsibility of other public agencies or certain private groups.

The School Committee and the school staff stand ready to assist within the limits of their resources any specific agency or qualified private group that seeks to serve the people of Cambridge with progress and services that will contribute to individual and community betterment. The School Committee must, however, reserve to itself the right to determine the extent of its participation and the participation of the school staff.

There are indications that other public agencies and private groups not only have the staff and experience but the enthusiasm and interest which are so essential for the operation of a community school program. The School Committee applauds and encourages this initiative and effort. Such leadership is imperative; otherwise, the community school program runs the risk of becoming a form of paternalism.

II. Community Use of School Facilities — Specific Considerations

In order to establish the framework within which a community school program can grow, the School Committee will:

1. Appoint a system-wide director of community schools. He will be responsible directly to the Superintendent of Schools. He will also work with a city-wide advisory committee composed of representatives of the community, the P.T.A.'s, business,

and other interested public and private agencies to ensure the coordinated and orderly development of the community school program.

It will be the responsibility of the director to initiate and coordinate, subject to the approval of the Superintendent of Schools, and, where necessary, the School Committee, requests for participation in the community schools program from other public and private agencies and requests for outside funding of particular projects.

When appointed, the director of community schools should give serious consideration to the following administrative guidelines and should assess their relevance to the achievement of a realistic and worthwhile community schools program.

a. Each elementary school building may well require the appointment of an assistant to the master or principal whose primary responsibility shall be to coordinate the community program in his district.

b. Each elementary school district should presumably have a neighboring advisory committee to help identify neighborhood needs and aspirations and to act as a continuing sounding board in the activation of specific community school programs.

2. An attempt should be made to review the schedule of custodial hours with the objective of staggering personnel assignments in such a way as to minimize the need for additional overtime.

The Superintendent of Schools is directed to develop a full job description for the position of system-wide director of community schools briefly described in the foregoing, to recommend to the School Committee an appropriate procedure for filling this position, and to recommend to the School Committee from time to time further steps that are needed to implement these policies.

Mr. Good moved, seconded by Mr. Olesen, that John J. Balfe, Master of the Houghton School, be appointed Assistant Superintendent of Schools to fill the position created by the School Committee at the meeting of May 2, 1967. Mrs. Ackermann raised a point of order that the motion is out of order by reason of the Contract signed at this meeting by the School Committee and the Cambridge Teachers Association. The chair ruled that the position of Superintendent and Assistant Superintendent have been eliminated from the contract and therefore the motion is proper and in order. Mr. Duehay placed objection against action on the motion at this meeting and the chair ordered the motion placed on the 'calendar' as required by the rules.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to convene in executive session.

Executive Session

The secretary presented the certified civil service list of persons eligible to fill six positions of permanent part-time junior clerk-typist positions at a stipend of $12.00 per day, and the Superintendent recomended that the following persons, being the first six on the list to have signified their willingness to accept the position, be appointed:

Carole A. Gentile
Eunice P. Brown
Catherine F. Shaughnessy
Gwendolyn F. Wood
Muriel E. York
Eva M. Doucette

On motion by Mr. Solomons, seconded by Mr. Olesen, it was voted on the following roll-call to adopt the foregoing recommendation by the Superintendent: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

On motion by Mr. Good, seconded by Mr. Olesen, it was voted that the Superintendent conduct a study of surrounding school systems relative to their policy and salaries paid for permanent part-time clerical help.

The Business Manager presented bids for furnishing musical instruments and there being no objection the chairman ordered the bids placed on the 'calendar'.

The Superintendent concurred in a recommendation by the Staff Council and the special Committee on Public Relations, that Albert H. Giroux, Jr., be appointed to the position of Director of Public Relations, at a salary of $12,220.00 effective October 17, 1967. The chairman ordered the recommendation placed on the 'calendar' as required by the rules. On motion by Mr. Fitzgerald, seconded by Mrs. Ackermann, it was voted to suspend the rules for the purpose of taking action on the Superintendent's recommendation at this meeting. (Mr. Duehay and Mr. Olesen are recorded as voting "Nay" on the motion to suspend the rules). On motion by Mr. Fitzgerald, seconded by Mr. Good, it was voted to adopt the Superintendent's recommendation that Albert H. Giroux, Jr., be appointed Director of Public Relations at a salary of $12,220.00 per year, effective October 17, 1967: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons voting "Yea"; Mr. Olesen and Mayor Hayes "Present".

On motion by Mr. Duehay, Seconded by Mr. Good, it was voted on the following roll-call to adopt the Superintendent's recommendation that Mrs. Patricia Taglianetti be appointed to the position of Curriculum Coordinator in the Medical Record Technical Course at Rindge Technical Institute and that Miss Judith Masse be appointed to the position of part-time Record Librarian Instruction for the same course: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Olesen "Present".

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted on the following roll-call to adopt thee Superintendent's recommendation that the following applicants be approved for the part-time positions in the classifications approved for the Adult Basic Education Program: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea":

Teachers:

Flora Athanas	Teacher—4th Grade
Ellen Quirk	Teacher—6th Grade

Teacher Aides:
Frances Ronacci
Mary P. Synnott

Guidance Counselors:
Eileen M. Geary
Bookkeeper-Secretary:
Kathleen Mitchell

On motion by Mr. Solomons, seconded by Mr. Good, it was voted to refer to the Superintendent with power the matter of providing remedial reading teachers for non-English speaking children in the Blessed Sacrament School district and the St. Mary's School District.

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted on the following roll-call, to adopt a recommendation by the Director of Physical Education, concurred in by the Superintendent that David Goodwin, teacher at the Morse School, be appointed to the position of Elementary School Football Coach at a stipend of $375.00 for the season: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

On motion by Mr. Fitzgerald, seconded by Mr. Olesen, it was voted on the following roll-call to adopt a recommendation by the Director of Physical Education, concurred in by the Superintendent, that Thomas Scalese be appointed to the position of Assistant Football Coach at Rindge Technical School: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea". The rules having been suspended, a motion by Mr. Olesen, seconded by Mr. Fitzgerald, to reconsider the foregoing vote (hoping same would not prevail) failed of adoption.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to lay on the table the matter of the salary for the position of Assistant Football Coach at Rindge Technical School.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted that the Director of Physical Education and the Head Coach of Football at Rindge Technical School be invited to be present at the next meeting to discuss the matter of the salary for the Assistant Coach of Football at Rindge Technical school for the remainder of the season.

On motion by Mr. Fitzgerald, seconded by Mrs. Ackermann, it was voted on the following roll-call to authorize payment of a bill in the sum of $76.00 for hospital services to Edward Reed, Jr., 66 Montgomery Street, Cambridge, a member of the High & Latin School hockey team who was injured during play: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

Committeeman Gustave M. Solomons reported that he was unable by reason of doctor's orders to represent the City of Cambridge at the Conference of Elected Negro Officials at Chicago, Illinois and therefore returned as a refund the amount advanced to cover his expenses.

On motion by Mr. Good, seconded by Mrs. Ackermann, it was voted that the City Manager be requested to have the Director of Traffic investigate the possibility of having the school bus stop at Storey Street.

On motion by Mr. Olesen, seconded by Mrs. Ackermann, it was voted to approve the following list of applicants for evening school teaching positions:

Adamsky, Saul C.
Allen, Beatrice M.
Bayliss, John
Belkin, Bonnie
Botelho, Arthur W.
Boyle, Katherine A.
Broderick, Ruth M.
Burke, John P.
Carchia, John J.
Caulfield, John G.
Collins, William F.
Corcoran, Patricia A.
Corcoran, Sheila M.
Doran, William J.
Dynan, William J.
Egan, Thomas H.
Fitzgerald, James M.
Fitzgerald, John T.
Forgetta, Angela T.
Graham, John H.
Haley, Thomas C.
Hermance, Marlene
Higley, Russell B.
Hunter, David T.
Jason, Walter J.
Keefe, Joseph A.
Kilpatrick, John G. Jr.

Konjoian, Joanne
Leary, Robert A.
Leary, Joanne
Leary, Robert A.
Lesser, Dorothy
Mastroianni, Antonio
McNary, Marilyn L.
Mokaba, George C.
Marchand, Arthur J.
Marganti, Mary Ann
McGrath, Leonard C.
Murphy, Patricia
O'Brien, John J.
O'Sullivan, Robert F.
Pacunas, Janice A.
Paln, Mary H.
Schuler, Louise
Sennott, John P.
Sullivan, Rosalie
Tierney, Martin L.
Walker, Richard L.
Keegan, James H. Jr.

On motion by Mr. Duehay, seconded by Mr. Good, it was voted to reconvene in regular session.

On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted to ratify and affirm the votes taken in executive session.

On motion by Mr. Fitzgerald, seconded by Mr. Olesen, it was voted to adjourn;

ADJOURNED.

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE

Official Report

REGULAR MEETING

Tuesday, October 17, 1967

Members present: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes.

Mayor Hayes in the chair.

Having filed the proper notice required by the rules of the School Committee, Mr. Solomons moved to reconsider the negative vote taken at the meeting of October 3, 1967 whereby it was voted NOT to adopt the following motion:

> "That whereas the school committee desires the best possible educational leadership for the children of Cambridge, that a committee of three be appointed to oversee the advertising and recruitment of applicants for the position of Superintendent of Schools; and, further, that this committee will interview and evaluate all candidates and shall recommend to the full School Committee candidates they feel are qualified to fill the position. This Committee shall report its findings to the School Committee not later than April 15, 1968. The committee shall include Dean of the Graduate School of Education of Harvard University; Dean of the School of Education-Boston College; Dean of School of Education, Boston University."

Mrs. Ackermann seconded the motion and on the following roll-call the motion to reconsider was adopted: Mrs. Ackermann, Mr. Duehay, Mr. Olesen and Mr. Solomons voting "Yea"; Mr. Fitzgerald, Mr. Good and Mayor Hayes voting "Nay". On the recurring question, Mr. Solomons moved, seconded by Mr. Duehay, to amend the motion by adding "That the committee of three be changed to a committee of five to be appointed to oversee the advertising and recruitment of applicants for the position of Superintendent of Schools; and that the two additional members shall be the dean of Science at Mass. Institute of Technology and the Dean of the Department of Education-Tufts University." On the following roll-call the amendment was adopted: Mrs. Ackermann, Mr. Duehay, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Fitzgerald, Mr. Good and Mr. Olesen voting "Nay". It was then voted on the following roll-call to adopt the motion as amended "That whereas the School Committee desires the best possible educational leadership for the children of Cambridge, that a committee of five be appointed to oversee the advertising and recruitment of applicants for the position of Superintendent of Schools; and, further, that this committee will interview and evaluate all candidates and shall recommend to the full School Committee candidates they feel are qualified to fill the position. This Committee shall report its findings to the School Committee no later than April 15, 1968. The committee shall include the Dean of the School of Education-Boston College; Dean of the Graduate School of Education, Harvard University; Dean of the School of Education-Boston University; Dean of Science, Mass. Institute of Technology; Dean, Department of Education, Tufts University." Mrs. Ackermann, Mr. Duehay, Mr. Olesen and Mr. Solomons voting "Yea"; Mr. Fitzgerald, Mr. Good, and Mayor Hayes voting "Nay".

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted that the minutes of the regular meeting of October 3, 1967 be approved as presented.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to make part of the minutes the following communication addressed to the Metropolitan Transit Authority by the Cambridge Department of Traffic and Parking.

Department of Traffic & Parking

October 3, 1967

Mr. Robert DeLourey
MBTA
110 Mt. Auburn Street
Cambridge, Mass.

Dear Mr. DeLorey:

This Department wishes to inform you that the bus stop on Broadway between Prescott Street and Quincy Street on the north side will be eliminated.

A new bus stop will be located on Quincy Street at Broadway to serve all bus lines using the detour around the construction of the new traffic tunnel. This bus stop will also serve the student body of our high schools.

The elimination of the bus stop on Broadway at the above location will enable the Broadway-Kendall bus to stay in the proper traffic lane for movement of vehicular traffic at this intersection.

This letter will confirm our agreement of October 2, 1967.

Very truly yours,
/s/ William M. McLaughlin
Permit Administrator

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to make part of the minutes the following communication from Albert H. Girous, Jr.:

Oct. 13, 1967

Edward J. O'Connell, Secretary
School Committee
Cambridge, Mass.

Dear Mr. O'Connell:

I am pleased to accept the position of Director of School Public Relations of the Cambridge Public Schools and will report to my assignment on Nov. 6, 1967.

Very truly yours,
/s/ Albert H. Girous

There being no objection the chairman ordered placed on file communications received from Cambridge Community Services, YMCA, Cambridge Committee for Community Schools, Cambridge Council of PTA's, and the Cambridge League of Women Voters endorsing the concept of Community Schools in Cambridge.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to suspend the rules for the purpose of considering a matter now on the 'calendar'. Question came on a motion offered jointly by Mr. Duehay and Mr. Fitzgerald at the meeting of October 3, 1967 relative to policies and procedures regarding community schools. On the following roll-call it was voted to adopt the motion, set forth in its entirety below: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen and Mayor Hayes voting "Yea". The rules having again been suspended a motion by Mr. Fitzgerald, seconded by Mr. Good, to reconsider the foregoing vote (hoping same would not prevail) failed of adoption:

> Whereas, a Cambridge citizens' committee has submitted a thoughtful report outlining the interests of many Cambridge individuals and groups in community schools; and,
>
> Whereas, the Superintendent of Schools has submitted a comprehensive report outlining the programs already undertaken by the school department for the benefit of the community; and,
>
> Whereas, the Cambridge School Committee is constantly aware of its obligation to make its facilities available to all residents wherever reasonable and practical;
> Therefore, be it resolved, that the Cambridge School Committee adopt the following policies and procedures regarding community schools.

I. Community Use of School Facilities — General Considerations

The School Committee accepts and endorses the community school program as a program important to an urban community such as Cambridge. In so doing, the School Committee defines a community school as one that functions in the following ways:

1. As an educational center — as a place where children and adults have opportunities for study and learning.

2. As a neighborhood recreation center — as the place where citizens of all ages may take part in such things as sports, physical fitness programs, informal recreation, arts and crafts classes, civic meetings, and other similar leisure-time activities.

3. As a center for community services — as the place where individuals and families may obtain health services, counseling services, legal aid, employment services, and the like.

4. As a center of neighborhood or community life — the idea being that the school will serve as a meeting place for formal and informal neighborhood groups.

Furthermore, the School Committee is prepared to accept an important role in carrying out the idea of the community school. It does so, however, with a clear recognition that its own sense of commitment and its own activities must be supplemented by a similar and appropriate effort on the part of municipal departments, private agencies, and interested individuals if the community school concept is to realize its full potential.

In further refining the definition of its role, the School Committee will do so within the framework of the following general principles:

1. The principal responsibility of the School Committee is to provide a good educational program for children and youth. This responsibility takes precedence over all the other aspects of the community school program.

2. The responsibility of the School Committee to help develop the school as a community center, as a service center, and as a focus of neighborhood life is consistent but not necessarily coordinate with its responsibility to develop the school as an educational institution.

3. The School Committee recognizes that school buildings are public buildings and as such should be readily available for public use in after-school hours, or at other times, if such community use does not conflict with the regular day-school program.

4. The School Committee is responsible for all school buildings and grounds and must maintain ultimate control over decisions relating to those facilities. It follows from this that the School Committee cannot relinquish such control to any other public or private group.

5. The School Committee is exclusively responsible for providing the staff and formal program for the operation of the schools as educational centers.

6. The School Committee is prepared to assist other public agencies and private groups with limited staff time to develop the non-educational aspects of the community school program.

7. Public agencies or private groups seeking to develop and carry out programs in the community school will have substantial responsibility for the development, execution, and staffing of all programs estabished under their auspices.

8. The School Committee recognizes that there are important advantages to having members of the school staff participate in community school activities. The Committee will do whatever seems practicable to encourage such participation — with the understanding that all such participation by staff members will be (a) limited to non-school hours, (b) strictly voluntary, or (c) with extra compensation to be paid by the public or private agency responsible for the specific program. The exception to this will be those School Department employees with regular assignments in the community school program.

9. The School Committee has a strong belief in the importance of seeking the advice and guidance of local neighborhood residents in the formulation and execution of those programs that are peculiarly associated with the community schools concept.

As stated previously, the responsibility for developing a sound and effective educational program in all schools rests directly upon the School Committee and the school instructional staff.

The responsibiity of the School Committee and the school staff for the non-educational phases of the community school program, however, is less precise. Clearly, it is impossible for the School Committee alone to formulate a program that can meet the many and varied needs of any neighborhood. To do so would require staff and financial resources not available to the School Committee. In other words, the operation of community services of a non-educational type must become a responsibility of other public agencies or certain private groups.

The School Committee and the school staff stand ready to assist within the limits of their resources any specific agency or qualified private group that seeks to serve the people of Cambridge with programs and services that will contribute to individual and community betterment. The School Committee must, however, reserve to itself the right to determine the extent of its participation and the participation of the school staff.

There are indications that other public agencies and private groups not only have the staff and experience but the enthusiasm and interest which are so essential for the operation of a community school program. The School Committee applauds and encourages this initiative and effort. Such leadership is imperative; otherwise, the community school program runs the risk of becoming a form of paternalism.

II. Community Use of School Facilities — Specific Considerations

In order to establish the framework within which a community school program can grow, the School Committee will:

1. Appoint a system-wide director of community schools. He will be responsible directly to the Superintendent of Schools. He will also work with a city-wide advisory committee composed of representatives of the community, the P.T.A.'s, business, and other interested public and private agencies to ensure the coordinated and orderly development of the community school program.

   It will be the responsibility of the director to initiate and coordinate, subject to the approval of the Superintendent of Schools, and, where necessary, the School Committee, requests for participation in the community schools program from other public and private agencies and requests for outside funding of particular projects.

   When appointed, the director of community schools should give serious consideration to the following administrative guidelines and should assess their relevance to the achievement of a realistic and worthwhile community schools program.

   a. Each elementary school building may well require the appointment of an assistant to the master or principal whose primary responsibility shall be to coordinate the community program in his district.

   b. Each elementary school district should presumably have a neighborhood advisory committee to help identify neighborhood needs and aspirations and to act as a continuing sounding board in the activation of specific community school programs.

2. An attempt should be made to review the schedule of custodial hours with the objective of staggering personnel assignments in such a way as to minimize the need for additional overtime.

The Superintendent of Schools is directed to develop a full job description for the position of system-wide director of community schools briefly described in the foregoing, to recommend to the School Committee an appropriate procedure for filling this position, and to recommend to the School Committee from time to time further steps that are needed to implement these policies.

On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted to make part of the minutes the following communication from the City Manager:

Oct. 13, 1967

Edward J. O'Connell, Secretary
Cambridge School Committee
Cambridge, Mass.

Dear Sir:

I want you to know that the City Solicitor has been instructed to proceed with the necessary land taking at the Houghton School. I shall keep you informed as to Mr. Trodden's progress on this matter.

Very truly yours,
/s/ John H. Corcoran
Assistant City Manager

On motion by Mr. Good, seconded by Mr. Olesen, it was voted to make part of the minutes the following communication from the Cambridge Teachers Association relative to the position of Assistant Superintendent of Schools (by roll-call vote): Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mrs. Ackermann voting "Nay":

Oct. 11, 1967

Cambridge School Committee
Cambridge, Mass.

Dear Sirs & Madam:

Because of the public interest generated by the recent nomination to fill the vacancy of Assistant Superintendent of Schools, the Cambridge Teachers Association held a special meeting of its Executive Board to consider if the appointment came under the provisions of our contract with the Committee.

After carefully considering the provisions of Article 1, Article XII, Article XXIX (h), Article XXXII, and the present Rule of the Committee regarding the filling of major positions, the Executive Board voted unanimously that this position is not covered under the provisions of the contract and that it should be filled under any procedure that the Committee sees fit to employ.

Sincerely yours,
/s/ Peter Nelligan, President

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to make part of the minutes the following communication from Revan Spiller:

October 15, 1967

To the Honorable
The Cambridge School Committee
Cambridge, Mass.

Dear Sirs & Madam:

On Tuesday, October 17 I shall be in Quebec and therefore unable to be present at your meeting. I must however, join my many fellow citizens and raise my voice in stern protest against the action of one member of your Honorable Body in nominating a candidate of his choice for the position of Assistant Superintendent of Schools — without advertising the existence of this position in any way; without the specific recommendation of the Superintendent; and in violation of the existing rules of the School Committee.

For the past decade, to the everlasting credit of the members of the School Committee, past and present, "family night" tactics have been rightfully dead. They must not be allowed to rear their ugly head ever again.

I implore each and every member of the School Committee to search his or her conscience and to act in the best interests of the entire Cambridge School System on this vital matter.

Sincerely yours,
/s/ Revan Spiller

Communications were presented from Sert, Jackson and Associates, architects for the proposed new Houghton School and from Pietro Belluschi, Principal Architect for the proposed new Russell School, regarding air conditioning in these new buildings, and there being no objection the chairman ordered the communications placed on file.

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted that the City Manager be notified that the School Committee reaffirms its policy of desiring to have air conditioning installed in all new school buildings and also the Committee's request to proceed without further delay in the construction of these buildings; and, further, that the City Manager be requested to send to the School Committee a copy of his reply to the communications received from Pietro Bellucci, Principal Architect for the Russell School, dated October 3, and 4 and copy of his reply to the communications received from Sert, Jackson and Associates, architects for the Houghton School, dated October 6, 1967.

SUPERINTENDENT OF SCHOOLS

(Reports and Recommendations)

On motion by Mr. Good, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that the Director of Art be granted permission to sponsor an in-service Art Workshop for teachers in the grade schools with seven years or less of teaching experience, to be held in the High & Latin School on Tuesday, Wednesday and Thursday, March 12, 13 and 14, 1968 from 3:30 p.m. to 6:00 p.m. and from 7 p.m. to 9:30 p.m., said art work shop program to be conducted by Binney & Smith Company. Permission is also granted the Director of Art to contact the Supervisor of Cafeterias relative to serving dinners on the above dates.

The chairman ordered placed on the 'calendar' as required by the rules, the Superintendent's recommendation that the following text books be approved for use in the Cambridge public schools:

PUBLISHED BY ST. MARTIN'S PRESS:

The Mayor of Casterbridge by Hardy for high school

The Black Arrow, by Stevenson, for high school

Huckleberry Finn, by Twain, for high school

On motion by Mr. Olesen, seconded by Mr. Duehay, it was voted to accept with regret the resignation of Maris Kleinman, Kindergartner at the Longfellow School, effective November 15, 1967.

On motion by Mrs. Ackermann, seconded by Mr. Olesen, it was voted to adopt the Superintendent's recommendation that the following additional applicants for teaching positions in the Evening Schools and Americanization Classes, be approved:

Michael A. Corveno
William J. Coughlan
Warren G. Ferzoco
Herbert L. Greenblatt
Claire R. Greene
Barbara Greenstein
Jacqueline Hanton
Francis L. Jones
Marie J. Keefe
Charles D. Killilea
Rose E. Kushner
Adrienne McClure
Lillian P. McHale
Loretto G. Morris
Edward R. Sarasin
Ashkhen P. Solakian
Lorraine M. Verrier
John P. Whalen

HEARINGS

At the meeting of September 28, 1967 it was voted to invite a representative of the Mass. State Council, American Federation of State, County & Municipal Employees to attend this meeting for the purpose of discussing procedures and ground rules prior to collective bargaining. Mr. Howard V. Doyle, President of the Mass. State Council appeared and discussed the matter. It was unanimously agreed that the State Council would submit their proposal and the names of their negotiators, upon receipt of which the School Committee will select their negotiators and arrange a mutual date for the meetings.

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

CALENDAR

Question came on a motion presented at the meeting of October 3, 1967 by Mr. Good, seconded by Mr. Olesen, that John J. Balfe, Master of the Houghton School, be appointed Assistant Superintendent of Schools to fill the position created by the School Committee at the meeting of May 2, 1967. Mrs. Ackermann offered a substitute motion, seconded by Mr. Duehay, that the motion be referred to the Superintendent and that the Superintendent file it with other applications for the position unless and until the School Committee establishes a procedure for advertising the job and evaluating applications and until the deadline established in said procedure for accepting applications, has passed. On the following roll-call it was voted to adopt the substitute motion: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, and Mr. Solomons voting "Yea"; Mr. Good, Mr. Olesen and Mayor Hayes voting "Nay". On the following roll-call it was then voted to adopt the motion as amended: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald and Mr. Solomons voting "Yea"; Mr. Good, Mr. Olesen and Mayor Hayes voting "Nay".

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to suspend the regular order of business for the purpose of hearing the City Manager. The City Manager appeared and discussed at length the matter of the proposed new school buildings. At the conclusion of the hearing the chairman thanked the City Manager for appearing and ordered resumption of the regular order of business.

Questions came on awarding contract for furnishing musical instruments.

The Business Manager recommended that a contract be awarded to Rayburn Musical Instrument Co., of Boston for furnishing 24 three-quarter size violins at a price of $53.00 each and that a contract be awarded to Beacon Musical Instrument Co., of Boston for furnishing 15 trumpets at $87.00 each, 7 clarinets at $78.75 each, 7 flutes at $89.00 each, 10 trombones at $90.00 each, 2 alto saxophones at $205.00 each and one tenor saxophone at $245.00 each, said firms being the lowest responsible bidders in each instance. On motion by Mr. Olesen, seconded by Mrs. Ackermann, it was voted on the following roll-call to adopt the Business Manager's recommendation: Mrs. Ackermann, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Duehay "Absent".

Question came on awarding contracts for furnishing Medical Record Course Equipment.

The Assistant Superintendent recommended that a contract for furnishing 13 Electric Typewriters be awarded to IBM Corp., at a price of $340.00 each or a total of $4,420.00, they being the lowest responsible bidder to have met specifications. On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted on the following roll-call to adopt Asst. Superintendent Hockman's recommendation: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

Assistant Superintendent Hockman recommended that a contract be awarded to Dictaphone Corporation for furnishing 13 Magnetic Belt Transcribers and 13 Pre-recorded Lesson Material at a total price of $5,304.00, they being the lowest bidder to have met specifications. On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the Assistant Superintendent's recommendation: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

Tabled Matters:

On motion by Mr. Solomons, seconded by Mr. Good, it was voted to take from the table the matter of the salary for the position of Assistant Football Coach at Rindge Technical School.

On motion by Mr. Good, seconded by Mr. Solomons, it was voted on the following roll-call that, because of services rendered, that Mr. William Crisaffi be awarded a stipend of $200.00 for serving as temporary Assistant Coach of Football at Rindge Technical School for the first part of the season, and that the balance of the salary appropriated, namely $600.00 be awarded to Thomas Scalese who was appointed at the meeting of October 3, 1967 to serve as Assistant Coach of Football at Rindge Technical School for the remainder of the season: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

Awaiting Report:

On motion by Mr. Duehay, seconded by Mr. Fitzgerald, it was voted to place on the 'calendar' reports received from the Superintendent concerning (1) requiring students to participate in Physical Fitness Programs; (2) on the possibility of including in the curriculum for all members of the senior class at both high schools a course in public speaking; (3) on the motion to investigate the cost to the School Department of subscribing to a service that matches potential college students to college vacancies by computer; (4) on the problem of supervision of children during the lunch hour at the Longfellow School.

Office of the
Superintendent of Schools
1700 Cambridge Street
Cambridge, Massachusetts 02138

October 10, 1967

ORDERED:

March 7, 1967

To refer to the Superintendent for report the following proposed motion: "That the students of both high schools, grade 9 through 12, shall be required to participate in physical fitness program, to be devised by the Director of Physical Education, for at least two periods per week and that appropriate credits be awarded for these courses towards graduation and, further, that all children attending the Cambridge public elementary schools shall participate in physical fitness programs to be devised by the Director of Physical Education for at least one and one-half hours per week; except that any student in the Cambridge public schools who is certified by his family physician to be physically unable to participate in such programs, shall be excused, or who for other reasons approved by the Headmaster of the high schools or the Master of the elementary school, may also be excused.

The initial proposal for the inauguration of an extensive physical fitness program in our schools followed the identification of physical education as a major subject area of the curriculum in the Willis Harrington Report.

Original guidelines established a daily requirement of thirty minutes for grades 1 thru 6 and fifty minutes for grades 7 thru 12.

The implementation of those guidelines would affect very drastically the need for additional space in schools presently in use, additional gymnasia in schools to be built, additional trained personnel in the physical education field where certified personnel were in short supply, and either an addition to the school day or a decrease in the time allocated to other subjects in the curriculum.

Recently there have been changes proposed by the State Department of Education which would include under the term "physical education" the more extensive areas of health education, hygiene, physiology, first aid, classroom instruction in performance techniques and physical fitness activities with appropriate audio-visual, study and resource materials.

A time allotment has been proposed of ninety minutes per week for grades 1 thru 6, and of 120 minutes per week for grades 7 thru 12.

The State Bureau of Elementary and Secondary Education, if the proposal is approved, will publish minimum standards of physical fitness for each of the grades, and will provide for yearly testing of every school child.

Until a final decision has been reached and official guidelines distributed, the exact requirements for a physical fitness program in our schools cannot be determined.

It is however to be noted that a program of physical education, both curricular and extra-curricular has been conducted in the Cambridge Schools for many years. Provision of well designed and well equipped facilities in the four new elementary schools already completed and in the three now well underway is a matter of record.

After World War II the City of Cambridge constructed as its War Memorial the excellent facility which serves the community and the secondary schools.

Specialists in physical education have been members of our school staff.

Youth Fitness Tests are regularly administered in our schools to determine physical ability and to chart progress. Classes in First Aid and in Health are part of the required curriculum.

The intra mural program of athletics has been extended.

The Cambridge Public Schools have over the years strengthened and improved both the program and the facilities for physical education. Only at grades 11 and 12 is there at present a program which would require strengthening, according to the guidelines proposed by the State Department of Education.

But until a definite program is approved the Superintendent recommends the present policy be continued. For until such is the case there are not sufficient standards which will permit proper evaluation with consequent recommendations as to the requirements for additional facilities and personnel.

Very truly yours,
John M. Tobin
Superintendent of Schools

**Office of the
Superintendent of Schools
1700 Cambridge Street
Cambridge, Massachusetts 02138**

October 10, 1967

ORDERED:

May 16, 1967

That the School Committee, being aware of the great importance of the ability of man to express his ideas, requests the Superintendent to investigate the possibility of including in the curriculum for all members of the senior classes at both High and Latin School and Rindge Technical School a course in public speaking and report to the School Committee his findings not later than June 20, 1967.

The original report on this subject was submitted to the Committee on June 16, 1967. A copy is attached. It was referred back to the Superintendent with a request that it provide more specific reference to the Rindge Technical School.

At the request of the Superintendent the matter was referred to Mr. Sweeney for his consideration.

Mr. Sweeney met with the Headmaster's Assistant in charge of the English Department and with the Assistant Headmasters.

Mr. Sweeney's reply indicates that the original report to the Committee "appears to cover the situation at Rindge as well as they do at Cambridge High and Latin." He notes "that this should be a subject for continuing study by the English Department."

In view of the additional comments from the Rindge Technical School, the Superintendent is of the opinion that the recommendation of his original report was a valid one.

Very truly yours,
John M. Tobin
Superintendent of Schools

Office of the
Superintendent of Schools
1700 Cambridge Street
Cambridge, Massachusetts 02138

June 16, 1967

ORDERED:

May 16, 1967

That the School Committee, being aware of the great importance of the ability of man to express his ideas, requests the Superintendent to investigate the possibility of including in the curriculum for all members of the senior classes at both High & Latin School and Rindge Technical School a course in public speaking and to report to the School Committee his findings not later than June 20, 1967.

At my request Mr. Robert Guest, teacher of Oral English at Cambridge High and Latin School, prepared the report which is attached.

His statement that "Speech is a subject that should be encouraged but not forced upon the student especially at the secondary level" must be weighed carefully.

There is the added fact that making a course in Public Speaking mandatory for all seniors would accordingly limit the present flexibility which pupils now enjoy in their choice of subjects.

The Superintendent is of the opinion that the present policy of continuing classes in Oral English on an elective basis is a sound one.

He feels that the present schedule of courses is sufficient to meet the needs of the pupils.

He recommends that the present organizational pattern be continued.

Very truly yours,
John M. Tobin
Superintendent of Schools

The Speech Class should include no more than twenty students. Participation is the main purpose of any speech class and this maximum number of twenty provides for a maximum amount of participation.

The minimum amount of class meetings per week should be two. One class meeting per week would not develop security or skill needed by the secondary school student. On the elementary level, one class meeting per week could serve as an introduction.

Speech is a subject that should be encouraged but not forced upon the student especially on the secondary school level.

Speech is a subject that should be available to the secondary school student as it is excellent college or business preparation. When speech is made mandatory, it becomes a task rather than a training.

To make Speech a required subject on any grade level in the Cambridge School system would require a large teaching staff and a great teaching load.

Speech should never be a half year subject as a full year is needed to develop security or to permit improvement.

At the present time in Cambridge High and Latin School, Speech is encouraged and available. To make Speech mandatory for such a large student body would defeat the purpose of Speech Classes which should be allowed to develop within students an interest in and a desire for such a subject.

Although the desired maximum is twenty students in a class, the number has exceeded this and all students who have so indicated have been permitted to take a Speech Course or to participate in an activity.

Speech is mandatory in some smaller school systems along with English, Science, etc. In small school systems, the students' needs and interests cannot be cultivated but must be directed.

In the Cambridge School System (and in Cambridge High and Latin) the student body is made aware of speech through the many activities (Morning Announcements, Public Productions, Conventions, Drama Festivals, Speech Contests, Civic Activities, etc.) and when interest is developed or encouraged, the classes are available.

Larger enrollment or a greater need should result in more classes but the need is being met in Cambridge High and Latin at the present time.

SPEECH CLASSES

CAMBRIDGE HIGH AND LATIN SCHOOL

1. Speech One
    a. Class meets twice a week
    b. Four credits
    c. There are three separate classes
        Monday and Wednesday Period A
        Tuesday and Thursday Period C
        Monday and Wednesday Period E
    d. The purpose of the course is to introduce students to the mechanics of speech and to provide them with an opportunity to use this knowledge.
    e. Classes opened to Freshmen, Sophomores, Juniors, Seniors.
2. Speech Two

a. Class meets twice a week
b. Four credits
c. The purpose of this course is to advance the students knowledge of the speaking voice and to increase his skill.
d. Class opened to Sophomores, Juniors, Seniors.

3. Speech Three

a. Class meets five times a week
b. Ten credits
c. The purpose of the course is to create voice consciousness through the understanding of Literature.
d. Class opened to Juniors and Seniors

4. Speech Four

a. Class meets five times a week
b. Ten credits
c. The purpose of the course is to give the senior speech student the opportunity of testing his vocal knowledge and skill in the manner in which he will use them in his further education or business.
d. Class opened to Seniors.

Classes are aimed at grade level and not at experience or knowledge.

A Senior may take Speech Four without taking Speech One, Two, or Three.

OTHER CLASSES

Debate

a. Class meets five times per week
b. Ten credits
c. The purpose of this course is to give the student the knowledge of oral discussion and debate
d. Class opened to Freshmen, Sophomores, Juniors, Seniors

Special Class

a. Class meets one day a week
b. Two credits
c. There are three separate classes
   Friday Period A
   Friday Period C
   Friday Period E
d. The purpose of this class is to correct any shortcomings which affect the speech pattern of the student. It is a practice class
e. Class opened to Freshmen, Sophomores, Juniors, Seniors

OTHER ACTIVITIES

Play Productions:

Auditions are opened for the complete student body.

These productions include:

Shakespeare Play (or classic)
Interclass Plays
Musical
Drama Festival Play

Speech Activities:

Opened for the complete student body.

These activities include:

Morning Announcements
Proclamations
Speech Contests
Elks Flag Day
Cambridge April 19, Exercises

Conventions:

Opened for the complete student body.

Students have participated (as guest speakers or performers) in:

New England Theater Conference
  Brandeis University
Speech Day
  Boston College
Secondary School Drama Day
  Tufts University

Office of the
Superintendent of Schools
1700 Cambridge Street
Cambridge, Massachusetts 02138

October 9, 1967

ORDERED:

That the Superintendent investigate the cost to the School Department of subscribing to a service that matches potential college students to college vacancies.

A careful inquiry into the agencies which provide the service which this order of the Committee proposes indicates that the cost per pupil is twenty dollars at each of the three national non-profit centers which are recognized by the American Personnel and Guidance Association.

1. The American College Admissions Center N. E., 12th and Walnut Streets, Philadelphia, Pennsylvania 19107. Between 400 and 500 colleges in the eastern one-third of the United States participate.
2. The College Admission Assistance Center, 461 Park Avenue South, New York, New York 10016. The colleges in the New York Area and the middle Atlantic States provide the largest number of participants.
3. The College Admissions Center, 610 Church Street, Evanston, Illinois 60201. Over 300 colleges participate.

There are other centers which provide a similar service, but the question of approval has not been established. The Board of Higher Education in Massachusetts has not approved any such center. Each of the three centers named provides a clearing house where students' applications are made available to colleges, junior colleges and other institutions which employ the centers. Each participating institution chooses from among the students' applications those whose educational background meets the standards of their institution. Direct contact between the institution and the applicant is then established.

None of the three centers guarantees placement. In essence, each encourages students to also make separate applications directly to the college(s) of their choice.

A statement contained in the brochure of one of the three sums up well the effectiveness of the program:

> "............... serves as a clearinghouse for students throughout the world seeking entrance into colleges throughout the United States. It is a supplementary service for those students experiencing difficulty in gaining admission to college through ordinary channels."

Under these circumstances it would not appear that the cost of such service should be provided from school department funds.

It is however recommended that the guidance counselors make known to parents and pupils the existence of such services so that the former may avail themselves of these means as a supplementary service for students.

Very truly yours,
John M. Tobin
Superintendent of Schools

Office of the
Superintendent of Schools
1700 Cambridge Street
Cambridge, Massachusetts 02138

John M. Tobin
Superintendent

October 10, 1967

The Superintendent respectfully submits the following report in response to the School Committee Order of September 5, 1967:

ORDERED:

> That the Superintendent examine the problem of the supervision of children during the lunch hour at the Longfellow School and inform the School Committee of his findings and recommendations.

A true copy:
Attest:
Edward J. O'Connell
Secretary of the School Committee

The School Committee is aware that the problem of supervision of children in the elementary schools during lunch recess has been of serious concern to the Superintendent as well as to the School Committee. There is no easy solution either for the Longfellow School or any other school without the assignment of teachers to supervise this lunch period.

At the Longfellow School at the present time some seventy (70) children have lunch at school. This number will increase as the year progresses, particularly as inclement weather develops. Supervision then becomes a serious problem. The current program has the children of the primary grades in the "lunchroom" with the matron in charge. Pupils in grades 4-8 have lunch in the "gymnasium" at the ground level with a teacher supervising.

As the children finish eating they are allowed a free exercise period. The primary youngsters go to the main court yard; the elementary grades are divided, girls go to the area at the rear of the school on the Antrim Street side, boys to the rear on the Fayette Street side. The students are not under formal supervision during this time although the Master, some teachers, and the matron are in the building available in case of emergency. Moreover, a police officer remains on duty at the corner of Antrim Street and Broadway.

The Superintendent has met in previous years with representatives of the Longfellow School P.T.A. to ascertain the possibility of parent volunteers to supervise the students for the approximate half-hour period. For very valid reasons, family responsibilities or working duties, this appeal has not been successful as yet. An additional appeal will be made again this year.

The Superintendent also has some hope that the Volunteers for the Cambridge Schools may find some qualified adults who would be able to assist in supervision of the lunch period. At the present time this possibility is under serious study and is a possible solution to the problem. The School Committee will be kept informed.

The use of teacher aides is also being explored. Civil Service requirements are being investigated. The Superintendent would remind the School Committee, however, even if such a resource could be found budgetary limitations would make implementation impossible until the 1968 budget has been accepted.

In summary, the Superintendent does not yet have a solution to this problem either at the Longfellow School or any other similar school. The Superintendent and his staff will continue to explore each proposed solution to this problem.

John M. Tobin
Superintendent of Schools

NEW BUSINESS

The chairman ordered placed on the 'calendar' as required by Chap. III, Sec. 9 of the Rules, a motion by Mr. Fitzgerald, seconded by Mrs. Ackermann, that the vote taken at the meeting of May 2, 1967, establishing a position of a third Assistant Superintendent of Schools, be rescinded.

On motion jointly by Mr. Duehay, Mr. Fitzgerald and Mr. Good, it was voted that the Superintendent investigate the allowance of space for special classrooms in comparison to the allowance of space for Kindergarten classrooms in the planned new buildings and report back to the School Committee.

On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted to invite all school committee members elect to attend all meetings of the School Committee.

On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted that the School Committee and the School Committee Members-elect meet with the Committee of Five who will screen candidates for Superintendent of Schools, at a special meeting to be called after November 7; and, further, that the Secretary be empowered to arrange such a meeting at a convenient time.

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted that whereas the tunnel leading under the railroad tracks between the M. E. Fitzgerald school yard and the city stables is much used by children attending the Fitzgerald School, and, whereas, this hidden tunnel is a potential source of real danger to solitary children, particularly those attending the night program, therefore be it ordered, that the School Committee requests the City Manager to give serious consideration to blocking off the tunnel as a public way.

On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted to convene in executive session.

Executive Session

The Superintendent presented a list of personnel eligible for appointment to the After School Centers Program and recommended that the committee approve the list.

On motion by Mr. Olesen, seconded by Mrs. Ackermann, it was voted to suspend the rules for the purpose of taking action on the Superintendent's recommendation at this meeting.

On motion by Mr. Olesen, seconded by Mrs. Ackermann, it was voted to approve as recommended by the Superintendent the list of personnel eligible for appointment to the After School Centers Program.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to convene in regular session.

On motion by Mr. Fitzgerald, seconded by Mr. Olesen, it was voted to ratify and affirm the votes taken in executive session.

On motion by Mrs. Ackermann, seconded by Mr. Good, it was voted to adjourn.

ADJOURNED:

EDWARD J. O'CONNELL,
Secretary of the Committee

SCHOOL COMMITTEE
(Official Report)

REGULAR MEETING:

Tuesday, November 14, 1967

Members present: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons and Mayor Hayes.

Mayor Hayes in the chair.

The chairman welcomed the two newly elected members of the 1968 School Committee, Mr. Daniel Clinton and Mr. David Wylie.

Having filed the proper notice required by the rules, Mr. Fitzgerald moved, seconded by Mr. Good, to reconsider the vote taken at the regular meeting of October 17, 1967, adopting the amendment—

> That the committee of three be changed to a committee of five to be appointed to oversee the advertising and recruitment of applicants for the position of Superintendent of Schools; and that the two additional members shall be the dean of Science at Mass. Institute of Technology and the Dean of the Department of Education, Tufts University."

—and further, to reconsider the vote adopting the main motion as amended as follows:

> "That whereas the School Committee desires the best possible educational leadership for the children of Cambridge, that a committee of five be appointed to oversee the advertising and recruitment of applicants for the position of Superintendent of Schools; and, further, that this committee will interview and evaluate all candidates and shall recommend to the full School Committee candidates they feel are qualified to fill the position. This Committee shall report its findings to the School of Education-Boston College; Dean of the Graduate School of Education, Harvard University; Dean of the School of Education, Boston University; Dean of Science, Mass. Institute of Technology; Dean, Department of Education, Tufts University."

On the following roll-call the motion to reconsider the foregoing amendment and motion failed of adoption: Mr. Fitzgerald, Mr. Good and Mayor Hayes voting "Yea"; Mr. Duehay, Mrs. Ackermann, Mr. Olesen and Mr. Solomons voting "Nay".

Mr. Fitzgerald filed notice of intent to move reconsideration of the vote adopting the motion "That the School Committee and the School Committee members-elect meet with the Committee of Five who will screen candidates for Superintendent at a special meeting after Novmber 7, 1967; and, further, that the secretary be empowered to arrange such a meeting at a convenient time." There being no objection Mr. Fitzgerald withdrew his notice of intent to move reconsideration.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted that the minutes of the meeting of October 17, 1967 be approved as presented.

There being no objection the chair stated that the committee would accept an invitation to attend "Young Audiences Concerts" in the Cambridge

Elementary Public Schools sponsored by The Cambridge Committee of Young Audiences, and that the communication be placed on file.

There being no objection the chairman ordered placed on file a communication from Dick Williams, Manager of the Boston Red Sox, thanking the committee for their well wishes in the recent series.

On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted that the Houghton School PTA be granted a public hearing as requested in a communication received from them, at the next meeting of the School Committee for the purpose of presenting to the School Committee several alternatives to double sessioning for the Houghton School pupils while the new school is being built.

There being no objection the chairman ordered placed on the 'calendar' the following report received from the Superintendent on all possible alternate plans for schooling the Houghton children while their old school is being torn down and the new one built:

Office of the
Superintendent of Schools
1700 Cambridge Street
Cambridge, Massachusetts 02138

October 10, 1967

ORDERED:

That the Superintendent be requested to present for the consideration of the Committee at the next meeting all possible alternate plans for schooling the Houghton children while their old school is being torn down and the new one built.

The Superintendent and his staff have been concerned for many months in discovering the best possible solution for housing students during the period of construction on new schools when demolition of present structures is involved. Specifically, the Superintendent is aware that housing of the present student body at the Houghton and the Thorndike School is a major and serious problem. Children currently attending the Putnam School and the Russell School obviously do not present any special problems for they will continue in their present facilities until the new schools are available for occupancy.

The Superintendent has visited the school building which was operational until September 1966 of the Sacred Heart School. It is hoped that an agreement with the pastor may be reached for the School Department to rent this plant for the time necessary to house the children who are presently attending the Thorndike School until the new school is available.

The major housing problem, however, is the student body of the Houghton School. The Superintendent has studied several plans, each of which he acknowledges creates some problem for families and educators. There is no book solution for this temporary crisis. It would be less than candid to suggest that this office has an ideal answer for solving this predicament.

Several possibilities have been explored.

First, an attempt has been made to find a physical plant in the area which could be adapted to school needs. None has yet been located. To the best of the Superintendent's knowledge there is no adequate space available in the Houghton School district or in any near-by area.

A second possibility which has been studied was busing the pupils to other available facilities. The only possible location was the Kelley School. This was eliminated for many reasons. Although no formal poll was conducted, an informal effort to ascertain parental feelings in this question was made. The parents were opposed to this suggestion. Moreover, the cost of rehabilitating the Kelley School, even to a minimum standard of safety, was basically prohibitive. An additional and important economic factor would be the cost of transporting the students from the Houghton to the Kelley.

Some thought was given to the possibility of scatteration during the building of the new Houghton. In essence this plan would mean sending a few youngsters to different schools where space was available. Five children in a grade one might be sent to school A, ten to school B, etc. The same pattern could be developed for each grade. This plan was eliminated for several reasons, among which two were considered extremely important. It is the Superintendent's conviction that a school must not destroy its identity. One of the great strengths of the Houghton School — and there are many — is the image, the concept of the Houghton School. Moreover, scatteration could well raise havoc with family living for one youngster in grade one might well be in school A while a sibling a year or two older might be attending school B. In addition, the expense of transporting almost 500 students would certainly be a realistic economic factor.

Another plan is now under serious consideration involving double sessions at another public school. Two such possible schools are the Webster School and the Morse School. Since the Morse School has the hot lunch program it was felt that disruption of the cafeteria program would not be in the best interest of that student body. It would not be logical to have this facility and not use it. However, it would be almost impossible to schedule a lunch program in a double session day which would necessarily terminate at noon.

The Webster School does not have a cafeteria and the youngsters are accustomed, therefore, to go home for lunch. Parents, too, are used to this routine.

There is adequate space available in the Webster School to house the Houghton students without seriously altering the school organization. Each school requires 18 regular classrooms under its present program. The Webster School has the space necessary for the Houghton pupils. In addition, the Webster School has a library, a science room, an industrial arts room and a home economics location.

Some adjustment on the time schedule would be necessary for each school would lose approximately an hour and a half each day. The Webster children would attend from 8 A.M. to 12 Noon; the Houghton pupils from 12:15 P.M. to 4:15 P.M.

The kindergartens presented a unique and special problem. The Superintendent plans to have regular hours for the kindergarten children at the Webster School, the same hours that each kindergarten has — 8:30-11:30 for one group; 12:30-3 P.M. for the second. First exposure to a formal structured school situation should be a positive and happy one. The Superintendent firmly believes that this is the present experience of our kindergarten children. Thus, the Superintendent has/is attempted to keep the present, regular kindergarten format.

Implementation of this policy, however, presents a problem. If the Webster children in the kindergarten are to have this initial pleasant experience in formal education and if space is at a premium another problem is created in solving this first school experience for the youngsters of the Houghton School District.

The Houghton School has presently two kindergartens, each of which has two sessions. In each class there are approximately twenty children. This total is far too much to be absorbed into the Webster kindergartens. Moreover, the nearer to home for these very young children the better. The Cambridge Recreational Department and Harvard University have offered the School Department its facility at the Corporal Burns Playground. The School Department could have this building for the normal school day. It is the Superintendent's belief that this facility would afford one morning and one afternoon class of Houghton children to have a satisfactory kindergarten experience.

Harvard University has offered the School Department its "common room" in Peabody Terrace for the second class. This is a more than adequate facility for our purpose — a very satisfactory early childhood program could certainly be maintained there.

In both facilities the School Department would assume the cost of upkeep but no serious renovations would be necessary. Since the present custodial force of the Houghton School would have less responsibility, it seems to the Superintendent that maintenance would not be a serious problem.

Finally, the Superintendent would like to make it very clear that he would welcome other ideas on how to solve this problem. It is imperative that a new school be built with all possible speed: it is equally imperative that this be accomplished with a minimum of dislocation to all concerned.

The Superintendent recommends that a double session plan for the pupils of the Houghton and Webster Schools be studied in depth that a program for quick action may become operational the moment that a new Houghton School becomes a realistic fact.

Very truly yours,
John M. Tobin
Superintendent of Schools

Attach:

GRADE	T. O. Webster No. of Classes	T. O. Morse No. of Classes	T. O. Houghton No. of Classes
1	3	3	3
2	2	2	2
3	2	2	2
4	2	2	2
5	2	2	2
6	2	2	2

7	1	2	2
8	1	2	1
R. R.	1	1	1
Special	3		2
H. E.	1		1
I. A.	1		1

Summary

	Webster	Morse	Houghton
Regular Classrooms	15	17	16
Special Facilities w/permanent students	3	0	2
Science	1	0	0
Library	1	1	0
H. E.	1	1	1
I. A.	1	1	1
Gym	0	1	0
Cafeteria	0	1	0

On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted to refer to the Superintendent for study and report at the next meeting, a petition received from parents of children attending kindergarten at the Harrington School, requesting that additional teachers be assigned to these classes.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to accept with regret the resignation of Pierce J. Fitzgerald, a member of the faculty for forty years and presently assigned as Assistant Audio Visual Director, effective December 31, 1967; and, further, that the committee extend to Mr. Fitzgerald their sincere appreciation for the long years of faithful and efficient service he has rendered.

Petition was received from Ethyle M. LaMarche requesting that because of increased cost of operating a trucking business that the hourly rate for the hire of a truck and driver be increased from $4.50 per hour to $5.25 per hour. Mr. Fitzgerald moved, seconded by Mr. Duehay, that the hourly rate for the hire of the LaMarche Company truck and driver be increased from $4.50 per hour to $5.25 per hour, effective January 1, 1968. Mr. Olesen offered a substitute motion, seconded by Mrs. Ackermann that this matter be referred to the business manager for the purpose of making inquiry as to how many trucking firms would be willing to offer their services to the Cambridge School Department at this proposed new rate of $5.25 an hour for truck and driver and report his findings to the School Committee at the second meeting in December, 1967. On the following roll-call the substitute motion failed of adoption: Mrs. Ackermann and Mr. Olesen voting "Yea"; Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons and Mayor Hayes voting "Nay". On the following roll-call it was voted to adopt Mr. Fitzgerald's main motion that the hourly rate for the hire of the LaMarche Company truck and driver be increased from $4.50 per hour to $5.25 per hour, effective January 1, 1968: Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons and Mayor

Hayes voting "Yea"; Mr. Olesen voting "Nay"; Mrs. Ackermann "Present". On motion by Mr. Fitzgerald, seconded by Mr. Good, it was voted to suspend the rules for the purpose of moving reconsideration on the foregoing vote. (Mr. Olesen is recorded as voting "Nay" on the motion to suspend the rules.) A motion by Mr. Fitzgerald, seconded by Mr. Good, to reconsider the vote increasing the hourly rate for truck hire, hoping same would not prevail, failed of adoption.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted that a petition received from Anthony L. Bruno, teacher at the Boys' Vocational School, relative to certain personal vacancies, be referred back to Mr. Bruno in order that he may proceed in accordance with the contract now in effect between the Cambridge School Committee and the Cambridge Teachers' Association.

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted to accept with sincere appreciation an invitation extended by the Cambridge Teachers Association to attend the Associations' Christmas Social on Tuesday, December 12, 1967 at the Cambridge Boat Club at 8 p.m.

On motion by Mr. Fitzgerald, seconded by Mrs. Ackermann, it was voted that the request of the Cambridge Teachers' Association to start dues deductions with the December payroll be approved if it is consistent with the contract now in effect between the Teachers' Association and the School Committee and that the President of the Teachers' Association meet with the Business Manager of the School Department and the City Treasurer for the purpose of determining if it is mechanically feasible.

The following communication was received from the Cambridge Teachers Association relative to the Staff Council on Professional Development:

Nov. 8, 1967

Cambridge School Committee
1700 Cambridge Street
Cambridge, Mass.

Dear Sirs & Madam:

The following procedure for election of nominees to the Staff Council on Professional Development is submitted for your approval as agreed upon in our contract:

1. Nominations will be limited to tenure teachers.
2. Nominees must have the signatures of at least ten other teachers in their area of interest.
3. Nomination papers will be available twenty school days after approval of these procedures by the School Committee.
4. Nomination papers must be returned not later than twenty days after they become available.
5. The election of nominees will be held not later than 15 school days after the deadline for submitting nomination papers.
6. Certification of nomination papers and supervision of the election will be done by the CTA, the Cambridge Election Commission, or some other mutually agreed upon party.

7. If an interest area has more than three nominees, a ballot to be valid must have votes recorded for three of the candidates.

8. If there are only three candidates in an interest area, it will be considered as an uncontested election.

9. Polling places will be established at the following locations:

Cambridge High & Latin	Cafeteria
Rindge Technical School	Rindge
Special Subject Areas	War Memorial
Ratio Schedule People	Professional Library
Elementary Teachers	
Lincoln, Fitzgerald Agassiz, Haggerty, Peabody and Russell	Peabody School
Harrington, Putnam, Thorndike	Harrington School
Houghton, Morse, Webster	Morse School
Fletcher, Longfellow, Roberts	Roberts School

10. It is suggested that all elementary schools be dismissed at 2:30 on the day of the election to insure that all teachers vote.

Peter Nelligan, President

It was unanimously agreed that Item 6 in the foregoing suggested procedure be changed to read "Certification of nomination papers and supervision of the election will be done by the CTA and the Cambridge Election Commission. The Superintendent recommended the Item 10 of the suggested procedure be deleted and on motion by Mr. Olesen, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation. On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was then voted that the suggested procedure for election of nominees to the Staff Council on Professional Development, as amended, be adopted as follows:

1. Nominations will be limited to tenure teachers.

2. Nominees must have the signatures of at least ten other teachers in their area of interest.

3. Nomination papers will be available twenty school days after approval of these procedures by the School Committee.

4. Nomination papers must be returned not later than twenty days after they become available.

5. The election of nominees will be held not later than 15 school days after the deadline for submitting nomination papers.

6. Certification of nomination papers and supervision of the election will be done by the CTA, the Cambridge Election Commission, or some other mutually agreed upon party.

7. If an interest area has more than three nominees, a ballot to be valid must have votes recorded for three of the candidates.

8. If there are only three candidates in an interest area, it will be considered as an uncontested election.

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Cambridge High & Latin	Cafeteria
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Elementary Teachers	
Lincoln, Fitzgerald Agassiz, Haggerty, Peabody and Russell	Peabody School
Harrington, Putnam, Thorndike	Harrington School
Houghton, Morse, Webster	Morse School
Fletcher, Longfellow, Roberts	Roberts School

SUPERINTENDENT OF SCHOOLS
(Reports and Recommendations)

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted on the following roll-call to adopt a recommendation by the Business Manager, that in addition to sums previously appropriated, the sum of $7,500 be appropriated to School Department Schedule F-9 High & Latin Commercial Department, said sum to be provided by transfer from Schedule G-11 Equipment for Rindge.

The Superintendent presented the following Fall Parent-Teacher-Pupil Meetings:

Rindge Technical	November 13, Monday	7:00 p.m.
Vocational School-Boys	November 13, Monday	7:00 p.m.
Longfellow	November 14, Tuesday	7:15 p.m.
Fletcher	November 15, Wednesday	7:30 p.m.
Haggerty	November 15, Wednesday	7:30 p.m.
Houghton	November 15, Wednesday	7:15 p.m.
M. E. Fitzgerald	November 16, Thursday	7:00 p.m.
C. G. Harrington	November 16, Thursday	7:30 p.m.
Morse	November 16, Thursday	7:15 p.m.
Putnam	November 16, Thursday	6:30 p.m.
Roberts	November 16, Thursday	7:30 p.m.
Russell	November 16, Thursday	7:30 p.m.
Thorndike	November 16, Thursday	7:30 p.m.
Webster	November 16, Thursday	7:30 p.m.
A. Lincoln	November 20, Monday	7:00 p.m.
Agassiz	November 20, Monday	7:00 p.m.
Vocational School-Girls	November 20, Monday	7:30 p.m.
Peabody	November 21, Tuesday	7:30 p.m.
High & Latin School	November 27, Monday, A thru M	7:00 p.m.
High & Latin School	November 29, Wednesday, N thru Z	7:00 p.m.

On motion by Mr. Fitzgerald, seconded by Mr. Good, it was voted to approve the following additional names for teaching positions in the Evening Schools and Americanization Classes as recommended by the Superintendent:

Bianco, Sandra M.
Bourdeau, Joseph
Clews, Frederick
Clews, John J.
Conrad, Edward J.
Cunningham, Caroline M.
Ferolito, Joseph A.
Lorion, Marcia E.
Martignetti, Joseph P.
McCarthy, Justin P.
McKelleget, Barbara
Nolan, Alice
Oates, Marylea
Offner, Henry
O'Keefe, John G.
Shea, Russell W.
Suchard, Steven
Sullivan, Edward J.

Edwards, W. Thomas
Nolan, James P.
Tanguay, Evelyn
Taylor, Ann

The Superintendent reported the resignations of Elaine Snider, teacher at the Webster School, effective Nov. 30, 1967; of John W. Jordan, teacher at the Roberts School, effective December 1, 1967; and the retirement of Elizabeth A. Palmer, teacher at the Peabody School, effective September 20, 1967. On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to accept the resignations and to extend to Mrs. Palmer the Committee's sincere appreciation for her years of faithful and efficient service to the School Department.

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Calendar:

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, to approve the text books recommended by the Superintendent at the meeting of October 17, 1967.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that the present policy of physical fitness, as contained in a report spread in its entirety in the minutes of October 17, 1967, be approved.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that the present policy of continuing classes in Oral English on an elective basis is a sound one and that the present organizational pattern be continued, as contained in a report spread in its entirety in the minutes of the meeting of October 17, 1967.

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to adopt the Superintendent's report on the cost to the School Department of subscribing to a service that matches potential college students to college vacancies by computer, as presented at the meeting of October 17, 1967:

Office of the
Superintendent of Schools
1700 Cambridge Street
Cambridge, Massachusetts 02138

October 9, 1967

ORDERED:

That the Superintendent investigate the cost to the School Department of subscribing to a service that matches potential college students to college vacancies.

A careful inquiry into the agencies which provide the service which this order of the Committee proposes indicates that the cost per pupil is twenty dollars at each of the three national non-profit centers which are recognized by the American Personnel and Guidance Association.

1. The American College Admissions Center N. E., 12th and Walnut Streets, Philadelphia, Pennsylvania 19107. Between 400 and 500 colleges in the eastern one-third of the United States participate.
2. The College Admission Assistance Center, 461 Park Avenue South,

New York, New York 10016. The colleges in the New York Area and the middle Atlantic States provide the largest number of participants.

3. The College Admissions Center, 610 Church Street, Evanston, Illinois 60201. Over 300 colleges participate.

There are other centers which provide a similar service, but the question of approval has not been established. The Board of Higher Education in Massachusetts has not approved any such center. Each of the three centers named provides a clearing house where students' applications are made available to colleges, junior colleges and other institutions which employ the centers. Each participating institution chooses from among the students' applications those whose educational background meets the standards of their institution. Direct contact between the institution and the applicant is then established.

None of the three centers guarantees placement. In essence, each encourages students to also make separate applications directly to the college(s) of their choice.

A statement contained in the brochure of one of the three sums up well the effectiveness of the program:

> "................... serves as a clearinghouse for students throughout the world seeking entrance into colleges throughout the United States. It is a supplementary service for those students experiencing difficulty in gaining admission to college through ordinary channels."

Under these circumstances it would not appear that the cost of such service should be provided from school department funds.

It is however recommended that the guidance counselors make known to parents and pupils the existence of such services so that the former may avail themselves of these means as a supplementary service for students.

Very truly yours,
John M. Tobin
Superintendent of Schools

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to approve the Superintendent's report, presented at the meeting of October 17, 1967, relative to supervision of children during the lunch hour at the Longfellow School.

Question came on a motion by Mr. Fitzgerald, seconded by Mrs. Ackermann, presented at the meeting of October 17, 1967 that the vote taken at the meeting of May 2, 1967 establishing a position of third Assistant Superintendent of Schools, be rescinded. Mr. Good offered a substitute motion, seconded by Mr. Olesen, that the position of Assistant Superintendent be advertised from November 14, 1967 to January 12, 1968 and that all applications be forwarded to the Secretary of the School Committee and that the Secretary shall report the number of applicants to the School Committee at its meeting of January 16, 1968, at such time the School Committee will start to interview all applicants and appoint the most qualified candidate as soon as possible. On the following roll-call the substitute motion failed of adoption: Mr. Good, Mr. Olesen and Mayor Hayes voting "Yea"; Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald and Mr. Solomons voting "Nay". A motion by Mr. Olesen, seconded by Mr. Good, to lay the matter on the table, failed of adoption on the following roll-call: Mr. Good, Mr. Olesen and Mayor Hayes voting "Yea"; Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald and Mr. Solomons voting "Nay". On the following roll-call it was then voted to adopt the main motion by Mr. Fitzgerald, seconded by Mrs. Ackermann that the vote taken at the meeting of May 2, 1967 establishing a position of a third Assistant Superintendent of Schools, be rescinded: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald and Mr. Solomons voting "Yea"; Mr. Good, Mr. Olesen and Mayor Hayes voting "Nay".

There being no objection the chairman ordered placed on the 'calendar' a report presented by the Superintendent and set forth in its entirety below:, on the Boys' Vocational School:

Office of the
Superintendent of Schools
1700 Cambridge Street
Cambridge, Massachusetts 02138

November 6, 1967

RECOMMENDATION ON BOYS' VOCATIONAL SCHOOL

When the Boys' Vocational School was established it had as its objective providing sufficient skill and training for entry level in a trade.

Boys could be enrolled upon completion of grade six if they had attained a chronological age of fourteen and possessed a level of intelligence essential for such instruction.

Mastery of basic course materials was geared to the requirements of the vocation for which the pupil was being trained.

Over the years it provided training for many boys who would otherwise have left school with incomplete preparation for job placement.

Normally boys spent only two years at the school, were then awarded a certificate and were placed in industry. But with the advent of more complex machines with automated controls; with the development of new products; with the rapid changes in employment which accompanied the advance in technology; such limited training has become insufficient.

Industry needs and demands personnel with more training in the fundamentals. The requirement is for a broad background in the Language Arts and in Mathematics to accompany the trade skills.

Our emphasis must change from one of developing trade skills to one of developing basic skills requisite to a changing vocational market.

We must train our pupils not for those things which were necessary for success in society in the past and not even for those which are essential for today. We train pupils for the years that lie ahead and draw on every source to reach a decision as to what those years may bring.

Omniscience in not a possession of any human being. But that does not relieve us as educators of our obligations to our students.

Openings for the unskilled have grown fewer with the passing of each year. Technological advances in automated controls and the development of new materials continue to decrease the need for persons of limited skill, and in all instances, change the specifications for jobs. In some cases entire job classifications are being eliminated.

Now each of these changes involves human beings and their place in a changing society. Obviously pupils now in our schools will face the necessity for continual upgrading in their occupation, and will most certainly be faced with a requirement for retraining to different occupations.

It was with this in mind that the Superintendent undertook an examination of the Boys' Vocational School in 1965.

He sought and received the assistance of the Bureau of Pupil Services; of the Rindge Technical School; of the Vocational Department of the State Department of Education; of the Massachusetts Institute of Technology; of the Advisory Board, of Cambridge industry.

From the evidence accumulated, it became apparent that a change should be made in the focus of the Boys' Vocational School. Since then specific approaches have been made.

The faculty of the Boys' Vocational School undertook as a project the revision of the Language Arts and the Mathematics courses as an after school project. The need for specialized work in Reading was recognized.

A senior class was established at Rindge for those pupils who would need specialized instruction.

The criteria for admission to the Boys' Vocational School was brought up to the standards necessary for the change in emphasis.

An organizational change made it possible for those students at Boys' Vocational School who qualified for an elementary school diploma to be awarded that rather than a certificate. The first recipients received diplomas in June of 1967. All but one, because he is employed full time, are presently enrolled as Freshmen at Rindge.

Last year coordination with the Rindge Technical School led to the placement of Vocational School boys in some of the Rindge Shops. The reaction of both faculty and students was so favorable that the number has been increased this year.

This year has also seen the establishment of classes for the pupils in the Boys' Vocational School under the tutelage of the Remedial Reading instructor of the Rindge Faculty.

As a further development in this transistory period one of the projects assigned to the Planning Staff under our ESEA Title III project was research of this general approach.

There evolved a proposal for an Achievement School which in essence would provide concentrated instruction in basic subjects of the curriculum where remedial work was judged necessary and worthwhile. That proposal was submitted for possible funding as an operational grant under Title III. As of this writing we have received notification that this project, as well as one in Early Childhood, is being favorably considered.

The Superintendent is cognizant of the fact that this has become a somewhat lengthy dissertation which now requires a more definite proposal as to the future direction of the Boys' Vocational School.

Therefore, it is recommended that the School Committee consider the following proposal:

1. That the Boys' Vocational School cease to exist as a separate organizational entity.
2. That its functions be taken over by the Rindge Technical School and its present faculty be assigned to the Rindge Technical School.
3. That there be considered very carefully the initiation of a four year Vocational Course, grades nine through twelve, in the Rindge Technical School to augment the present college preparatory and technical courses there. If that is deemed advisable, that such a vocational course(s) be inaugurated in September 1968.
4. That the curriculum of any Vocational Course stress the broad requirements of Language Arts and Mathematics and not those essential to a particular trade.

If these recommendations are adopted, there would be in the present Rindge Technical building, and under the jurisdiction of one organizational unit: (a) achievement classes for boys as outlined in this paper; (b) grades nine through twelve providing college preparatory, technical and vocational education; and (c) a technical institute for grades 13 and 14.

The acceptance of such a proposal would provide greater opportunity for students; would allow students much greater flexibility in adapting their abilities and their goals; would allow for more effective use of the building and the faculty without any forseeable increase in cost; would hopefully overcome the misconception which the public have about the Boys' Vocational School.

The Superintendent submits this paper as an initial, not as a final, proposal. The intent is to secure reactions so that a definite and complete program can be approved.

At a later date the Superintendent will submit a paper outlining similarly the conclusions drawn with respect to what is at present in the initial discussion stage, that of establishing within the present geographical boundaries of the two high schools a single complex.

Very truly yours,
John M. Tobin
Superintendent of Schools

Awaiting Report:

There being no objection the chairman ordered placed on the 'calendar' the Superintendent's report as follows on a plan to have the school bus pick up the kindergarten children at the M. E. Fitzgerald School at the conclusion of the afternoon session:

Office of the
Superintendent of Schools
1700 Cambridge Street
Cambridge, Massachusetts 02138

November 6, 1967

ORDERED:

Superintendent to study and report on a plan to have the school bus pick up the kindergarten children in the M. E. Fitzgerald School at the conclusion of the morning session and also at the conclusion of the afternoon session.

A survey of the kindergarten pupils was completed on September 25th, 1967 to be certain that transportation had been arranged for those who attended the Fitzgerald School and whose residences were in the geographical district presently served by a school bus.

In every instance but one the parents had arranged for the transportation. In that one instance the child returned home with a traffic girl.

On October 2, 1967, a notice was sent to each of the parents urging attendance at a meeting at the Fitzgerald School at 1:30 P.M. on October 4th to discuss the establishment of a workable arrangement for the transportation of kindergarten pupils at the close of the morning session and at the beginning of the afternoon session.

Only six parents attended and there was an expressed willingness to either share in car pools or to share the cost of hiring a daily taxicab.

The distances involved from the Fitzgerald School to locations in the area are

To:	Mass. Ave. and Washburn Ave.	.8 mile
	Mass. Ave. and Brookford Street	.9 mile
	Mass. Ave. and Gladstone Street	1.0 mile
	Seagrave Rd. and Kimball Street	1.2 mile

Admittedly there does exist a problem caused by the heavy traffic on Massachusetts Avenue.

The cost of providing a bus for the transportation of kindergarten pupils who would use this transportation would average about $4.00 a week per pupil. Estimate is based on daily cost of about $24.00 per day for the bus divided by 30, the number of pupils registered in the kindergarten classes at the Fitzgerald School whose residences are in the geographical area served by the bus.

The School Committee must likewise consider that in all fairness transportation should likewise be provided for other areas of the city where distances are no less than those noted.

The Superintendent has considered the cost and the distances involved. But he considers more important than either the safety of the children.

The report of the Master of the School on September 25, 1967 indicated that provision for the safety of the pupils had been made by every one of the parents.

Under the circumstances the Superintendent feels certain that each child has been protected and that provision of a bus is not essential for the safety of the pupils.

Very truly yours,
John M. Tobin
Superintendent of Schools

September 25, 1967

Mr. John M. Tobin, Supt.
School Department
1700 Cambridge Street
Cambridge, Mass.

Dear Mr. Tobin:

Listed below are the names and addresses of kindergarten pupils who are in the bus district:

A.M. SESSION

Name	Address	Taken Home By
Kimberly DeFrancisco	24 Washburn Avenue	Mother or Father
Jeanne Callinan	30 Madison Avenue	Mother
Robert Kriesen	11 Richards Avenue	Mother
Edward Danehy	19 Richards Avenue	Mother
Mary Fitzgerald	77 Gold Star Road	Mother
Dennis O'Connor (Mrs. Richard)	17 Gold Star Road	Mother
Barbara McNamara	34 Matignon Road	Mother-Neighbor (share ride)
David Nolan	2439 Mass. Avenue	Traffic Girl
Patricia O'Brien	27 Murray Hill Road	Mother-Neighbor (share ride)
Virginia Fox	17 Cottage Park Avenue	Mother

The following pupils are in the bus district but do not ride the bus:

Name	Address	Taken Home By
Olive Warren	45 Magoun Street	Comes to school with older sister, Mother picks her up
Michael Cuggino	19 Fair Oaks Street	Neighbor brings him to school, Mother picks him up.
William Logan	17 Edmunds Street	Comes to school with sister, Mother picks him up

P.M. SESSION

Name	Address	Brought to School By
Paul Donato	5 Seagrave Road	Mother and Neighbor (take turns)
Kristine Randell	56 Gold Star Road	Mother and Neighbor (take turns)
Michelle Kent	30 Gold Star Road	Neighbor
Nance Locke	38 Gold Star Road	Mother
Mary Tighe	20 Seven Pines Avenue	Father Drives Her
Ann Barry	36 Seven Pines Avenue	Neighbor
Steven Bowman (Mrs. Donald)	28 Seven Pines Avenue	Father or Mother

Christine Tivnan (Mrs. Albert)	69 Clarendon Avenue	Mother
Valerie Fallon (Mrs. Kieran J.)	15 Cameron Avenue	Mother
Nancy Hirtle (Mrs. Ronald)	26 Cameron Avenue	Mother & Neighbor (take turns)
Claudia Bisaccia	35 Madison Avenue	Mother
Cheryl Donahue	11 Madison Avenue	Mother
Maureen Cyr	13 Cottage Park Avenue	Mother
Anne Gibbons	56 Magoun Street	Father
Patty Ann Helmuth	57 Magoun Street	Mother
Stephen McDonnell	10 Columbus Avenue	Mother
Gail Tufts (Mrs. Wilbur)	5 Gladstone Street	Mother & Neighbor (share rides)

Very truly yours,
Paul F. Mahoney, Master

October 20, 1967

Mr. John M. Tobin, Superintendent
School Department
1700 Cambridge Street
Cambridge, Mass.

Dear Mr. Tobin:

Enclosed are the two notices which were distributed to all kindergarten children who either ride the bus to school in the morning or from school in the afternoon.

The response to the letter of October 2 was somewhat disappointing. The meeting of kindergarten parents on Wednesday, October 4 was attended by six parents: one mother of a "morning pupil" and five mothers of "afternoon pupils."

The following parents were in attendance:

A.M. Session	Mrs. Richard O'Connor	17 Gold Star Road
P.M. Session	Mrs. Donald Bowman	28 Seven Pines Ave.
P.M. Session	Mrs. Albert Tivnan	69 Clarendon Ave.
P.M. Session	Mrs. Kieran Fallon	15 Cameron Ave.
P.M. Session	Mrs. Ronald Hirtle	26 Cameron Ave.
P.M. Session	Mrs. Wilbur Tufts	5 Gladstone St.

The "afternoon parents" were unable to provide any means of transportation; the "morning parent" offered to drive two or three children each day from school. However, there was no one present who could take advantage of this offer.

During the discussion, which was pleasant and informal, the parents inquired about the cost of busing and voiced their willingness to share with one another the expense of hiring a cab daily.

It was concluded that those parents who neglected to attend the meeting were either sufficiently satisfied with the present arrangement or were reluctant to assume the responsibility for the care of other children.

The second notice was sent on Tuesday, October 17. At the present time no replies have been received.

Very truly yours,
Paul F. Mahoney, Master

M. E. FITZGERALD SCHOOL
70 RINDGE AVENUE
CAMBRIDGE, MASSACHUSETTS

October 2, 1967

Dear

On Wednesday afternoon, October 4, 1967, at 1:30 p.m. in the auditorium of the M. E. Fitzgerald School, there will be a meeting of parents of all kindergarten pupils who either ride the bus to school in the morning or return from school on the bus in the afternoon.

At this meeting I plan to discuss the possibility and advisability of a "car pool" arrangement for your child, whereby we might assist you and the other parents to initiate some workable arrangement for transporting the children home "from" the morning session and "to" school for the afternoon session.

I shall appreciate any suggestions and assistance you wish to offer.

Very truly yours,
Paul F. Mahoney, Master

NEW BUSINESS

On motion by Mr. Duehay, seconded by Mrs. Ackermann, it was voted that the City Manager be requested to report on the following matters prior to the meeting of the School Committee scheduled for Tuesday, November 21, 1967: (1) What steps have been taken in the City Manager's office, and in the Law Office, to take the land necessary for the building of the Houghton School and the Thorndike-Putnam Schools? (2) Have all impediments in the Educational Specifications been removed so that architects for all three new schools are now drawing up their final plans without delay?

On motion by Mr. Good, seconded by Mrs. Ackermann, it was voted that the Superintendent consider the advisability of adopting the following amendment: "That Item 5 Paragraph A of the qualifications for the position of Director of Social Studies be changed from 'a bachelor's degree with a major in the applicable specialized field' to 'a bachelor's or Master's degree with a major in the applicable specialized field'."

On motion by Mr. Olesen, seconded by Mr. Good, it was voted to convene in executive session.

Executive Session

The Secretary presented the civil service certified list of persons eligible to fill one position of Nutrition Class Attendant. On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted that the matter be placed on the table.

The Superintendent recommended that Adrienne W. McClure, 411 Broadway, Cambridge, Mass., be appointed to the position of Supervisor of the Evening School Practical Arts Program, effective November 14, 1967. On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to suspend the rules for the purpose of taking action on the recommendation at this meeting. On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the Superintendent's recommendation: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea."

The Superintendent presented a communication from Mr. Sweeney, Headmaster of Rindge Technical School, outlining a proposal to obtain federal funds for a work-study program to make it possible for students enrolled in the Technical Institute at Rindge to be employed part-time during the school year, and during the summer vacation period in work related to their studies at the Institute. On motion by Mr. Fitzgerald it was voted that this communication be placed on the 'calendar'.

On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted to suspend the rules for the purpose of adopting a recommendation by the Director of Physical Education, concurred in by the Superintendent, to appoint certain athletic personnel.

On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted to adopt a recommendation by the Director of Physical Education, concurred in by the Superintendent that the athletic personnel, set forth below, be appointed: (Roll-call vote). Mrs. Ackermann, Mr. Duehay, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Fitzgerald "Present":

Asst. Hockey Coach—CHLS, $600 for season:
John Murphy, Jr.

Elementary School Basketball Coaches, $300 for season:
James J. Coady, Francis J. McCarthy, Timothy F. Mahoney.

Girls' Intramural Instructors, $4.00 per hour:
Maryanne Bergeron, Mary Mosher, Patricia Green, Karen Shirack.

There being no objection the chairman ordered placed on the 'calendar' the Superintendent's recommendation that the following Board of Examiners be appointed to conduct the examination for the position of Headmaster's Assistant-Mathematics at Rindge Technical School:

Mr. Michael J. Antone, Director of Mathematics, Medford Public Schools.

Mr. Thomas G. Lynch, Supervisor of Mathematics, Waltham School Department.

Mr. Richard J. Davis, Co-ordinator of Mathematics, Belmont School Department.

On motion by Mr. Duehay, seconded by Mrs. Ackermann, it was voted to adopt the Superintendent's recommendation that the following personnel be approved as eligible for appointment to the After School Centers Program:

Reading Teachers	Barbara J. Baca
Mathematics Teachers	John P. Dignan

	Kay C. Gabbard
	Sally R. Viner
Science Teacher	Jeannette V. Gaynor
Art Teachers	Regina B. Cardwell
	Ellen A. Brantlinger
	Joyce A. McDonnell
	Maryann E. Sheehan
Music Teachers	Maria Anagnostopoulos
	John B. Bayliss
Woodworking Teacher	James F. Nolan
Librarian	Roselyn L. Gray
Guidance Counselor	Margaret B. Wagner
Clerk Typist	Kathryn M. Spang

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to reconvene in regular session.

On motion by Mr. Olesen, seconded by Mrs. Ackermann, it was voted to ratify and affirm the votes taken in executive session.

On motion by Mr. Good, seconded by Mr. Solomons, it was voted to adjourn;

ADJOURNED.

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(Official Report)

REGULAR MEETING

Tuesday, November 21, 1967

Members present: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes.

Mayor Hayes in the chair.

On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted to suspend the regular order of business for the purpose of hearing members of the Houghton School P.T.A.

Mrs. Elizabeth Gill, Vice-President of the Houghton School PTA appeared and presented plans for the proposed use of portable structures as class rooms for Houghton pupils while the new school is being built. The committee discussed this report together with a report on the 'calendar' presented by the Superintendent and spread in its entirety in the minutes of the meeting of November 14, 1967. Or it was unanimously agreed to refer to the Superintendent the report from the Houghton School PTA relative to portable class rooms, who shall with the Business Manager conduct a study of the possibility of using portable classrooms and present the most reasonable program possible in order that the School Committee can make a judgment at a later date. It was also agreed that the Cambridge School Department make a formal urgent request to Harvard University, Mass. Institute of Technology, Lesley College and other institutions as to whether they have any buildings which we could use as an alternate plan for housing the Houghton School students. The reports submitted shall also include an approximate figure on the cost for double sessions proposed. At the conclusion of the hearing it was voted on motion by Mr. Solomons, seconded by Mrs. Ackermann, that Mrs. Gill, Vice-President of the Houghton PTA, together with members of the PTA, be extended a vote of thanks for their fine presentation this evening.

The chair ordered the regular order of business resumed.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to make part of the minutes the following communication from the City Manager and that the City Manager be requested to make a further report by the next meeting of the School Committee on Question 2 "Have all impediments in the Educational Specifications been removed so that architects for all three new schools are now drawing up their final plans without delay":

Nov. 21, 1967

To the Honorable,
The Cambridge School Committee

Gentlemen and Madam:

I have on hand your communication dated November 14, 1967 which was received by this office on November 16, 1967 at 5 p.m., and in answer to the questions submitted, please be advised as follows:

1. The City Manager's Office has and with the advice and consent of the City Solicitor retained Lawrence Brennan, Esquire, to perform all acts necessary for land taking in the Houghton and Putnam-Thorndike School projects.

2. We have not at this time completed acquiring all figures necessary to finalizing our decision on this matter.

Very truly yours,
/s/ Joseph A. DeGuglielmo
City Manager

On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted to make part of the minutes the following communication from Theodore R. Sizer, Dean of the Graduate School of Education, Harvard University:

Nov. 17, 1967

Edward J. O'Connell, Secretary
Cambridge School Committee
Cambridge, Mass.

Dear Mr. O'Connell

I will be delighted to serve as a member of a committee to find a successor to John Tobin as Superintendent of Schools.

Sincerely yours,
/s/ Theodore R. Sizer

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to make part of the minutes the following communication from Robert E. Rudolph, Traffic Director, as transmitted by the City Manager:

Nov. 7, 1967

Hon. Joseph A. DeGuglielmo
City Manager

Dear Sir:

In reply to your letter of October 30, 1967 for a school bus stop at Story Street:

The present school bus stop is now located on Mt. Auburn Street at Hilliard Street, 132 feet from Story Street. After proper study and upon conferring with Safety Sergeant John E. McCarty we are in firm agreement that the location of this school bus stop should not be moved.

Story Street at Mt. Auburn Street is a very congested area due to U. S. Post Office and Business Houses. The school children would not have the same protection and safety they now have if this department located the school bus stop as requested.

Very truly yours,
Robert E. Rudolph
Traffic Director
William M. McLaughlin
Parking Meter Coordinator,

The Secretary informed the committee that the Custodian's union have selected for their negotiating committee for collective bargaining, Mr. Howard Doyle, President State Council, AFSCME, Robert Hooker, president Local No 16, AFSCME and Anthony Veno, member of Local No. 1611, AFSCME and that they had forwarded a proposed Agreement between the School Committee and the custodian's union. On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted that this matter be placed on the table and copies of the proposed agreement furnished each member of the School Committee.

SUPERINTENDENT OF SCHOOLS

Reports and Recommendations

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the Superintendent's recommendation relative to transfer of appropriations, and set forth below: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea":

That in addition to sums previously appropriated the following amounts be appropriated:

TO:

B-8	Light & Power	$10,000.00
B-3	Advertising and Posting	300.00
B-14	Motor Vehicles, Repair	50.00
D-17	Motor Vehicles, Parts	50.00
		$10,400.00

—said sums to be provided by transfer from the following accounts:

FROM:

A-1	Salaries—Permanent Employees	$10,000.00
F-18	School TV Fees	300.00
B-11	Insurance	100.00
		$10,400.00

The chairman ordered placed on the table the Superintendent's recommendation that the following text books be approved for use in the Cambridge public schools:

PUBLISHED BY BOBBS-MERRILL CO.

The World of Science Series, by Novak, et al.

- The Inviting World of Science, Book 1
- The Exciting World of Science, Book 2
- The Changing World of Science, Book 3
- The Expanding World of Science, Book 4
- The Orderly World of Science, Book 5
- The Dynamic World of Science, Book 6

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted that permission be granted the National Foundation—March of Dimes, to conduct their annual "March-of-Dimes" program in the Cambridge public schools. Mrs. Ackermann is recorded as voting "Nay".

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation that the Mass. Teachers' Retirement Board be requested to authorize the continued employment until the close of the present school year in June, 1968 of Kenneth W. Goepper, Master of the Morse School, who will attain retirement on January 21, 1968.

REPORTS OF COMMITTEES

The following report of the Sub-committee on Buildings and Grounds was presented:

Committee on Buildings & Grounds
Monday, November 20, 1967

Present: Mr. Fitzgerald, Chairman; Mr. Duehay.

It was voted to recommend that reports received from the Master of the Longfellow School relative to custodial service at his building be referred to the full committee for consideration.

It was voted to recommend that Civil Service be requisitioned for a list of persons eligible to fill two positions of junior building custodian.

Respectfully submitted,
James F. Fitzgerald
Chairman

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, that the section of the foregoing report concerning requisitioning of the civil service list for junior building custodians be approved and the remainder of the report be referred to executive session.

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Calendar:

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to place on the table the Superintendent's report on alternate plans for schooling the Houghton children while their old school is being torn down and the new one built.

On motion by Mr. Duehay, seconded by Mr. Fitzgerald, it was voted to approve the Superintendent's report on the status of the Boys' vocational School, set forth in detail below, and adopt the recommendations contained therein: The rules having been suspended, a motion by Mr. Fitzgerald, seconded by Mr. Duehay, to move reconsideration of the foregoing vote, (hoping same would not prevail), failed of adoption:

**Office of the
Superintendent of Schools
1700 Cambridge Street
Cambridge, Massachusetts 02138**

November 6, 1967

RECOMMENDATION ON BOYS' VOCATIONAL SCHOOL

When the Boys' Vocational School was established it had as its objective providing sufficient skill and training for entry level in a trade.

Boys could be enrolled upon completion of grade six if they had attained a chronological age of fourteen and possessed a level of intelligence essential for such instruction.

Mastery of basic course materials was geared to the requirements of the vocation for which the pupil was being trained.

Over the years it provided training for many boys who would otherwise have left school with incomplete preparation for job placement.

Normally boys spent only two years at the school, were then awarded a certificate and were placed in industry. But with the advent of more complex machines with automated controls; with the development of new products; with the rapid changes in employment which accompanied the advance in technology; such limited training has become insufficient.

Industry needs and demands personnel with more training in the fundamentals. The requirement is for a broad background in the Language Arts and in Mathematics to accompany the trade skills.

Our emphasis must change from one of developing trade skills to one of developing basic skills requisite to a changing vocational market.

We must train our pupils not for those things which were necessary for success in society in the past and not even for those which are essential for today. We train pupils for the years that lie ahead and draw on every source to reach a decision as to what those years may bring.

Omniscience is not a possession of any human being. But that does not relieve us as educators of our obligations to our students.

Openings for the unskilled have grown fewer with the passing of each year. Technological advances in automated controls and the development of new materials continue to decrease the need for persons of limited skill, and in all instances, change the specifications for jobs. In some cases entire job classifications are being eliminated.

Now each of these changes involves human beings and their place in a changing society. Obviously pupils now in our schools will face the necessity for continual upgrading in their occupation, and will most certainly be faced with a requirement for retraining to different occupations.

It was with this in mind that the Superintendent undertook an examination of the Boys' Vocational School in 1965.

He sought and received the assistance of the Bureau of Pupil Services; of the Rindge Technical School; of the Vocational Department of the State Department of Education; of the Massachusetts Institute of Technology; of the Advisory Board, of Cambridge industry.

From the evidence accumulated, it became apparent that a change should be made in the focus of the Boys' Vocational School. Since then specific approaches have been made.

The faculty of the Boys' Vocational School undertook as a project the revision of the Language Arts and the Mathematics courses as an after school project. The need for specialized work in Reading was recognized.

A senior special class was established at Rindge for those pupils who would need specialized instruction.

The criteria for admission to the Boys' Vocational School was brought up to the standards necessary for the change in emphasis.

An organizational change made it possible for those students at Boys' Vocational School who qualified for an elementary school diploma to be awarded that rather than a certificate. The first recipients received diplomas in June of 1967. All but one, because he is employed full time, are presently enrolled as Freshmen at Rindge.

Last year coordination with the Rindge Technical School led to the placement of Vocational School boys in some of the Rindge Shops. The reaction of both faculty and students was so favorable that the number has been increased this year.

This year has also seen the establishment of classes for the pupils in the Boys' Vocational School under the tutelage of the Remedial Reading instructor of the Rindge Faculty.

As a further development in this transitory period one of the projects assigned to the Planning Staff under our ESEA Title III project was research of this general approach.

There evolved a proposal for an Achievement School which in essence would provide concentrated instruction in basic subjects of the curriculum where remedial work was judged necessary and worthwhile. That proposal was submitted for possible funding as an operational grant under Title III. As of this writing we have received notification that this project, as well as one in Early Childhood, is being favorably considered.

The Superintendent is cognizant of the fact that this has become a somewhat lengthy dissertation which now requires a more definite proposal as to the future direction of the Boys' Vocational School.

Therefore, it is recommended that the School Committee consider the following proposal:

1. That the Boys' Vocational School cease to exist as a separate organizational entity.
2. That its functions be taken over by the Rindge Technical School and its present faculty be assigned to the Rindge Technical School.
3. That there be considered very carefully the initiation of a four year Vocational Course, grades nine through twelve, in the Rindge Technical School to augment the present college preparatory and technical courses there. If that is deemed advisable, that such a vocational course(s) be inaugurated in September 1968.
4. That the curriculum of any Vocational Course stress the broad requirements of Language Arts and Mathematics and not those essential to a particular trade.

If these recommendations are adopted, there would be in the present Rindge Technical building, and under the jurisdiction of one organizational unit: (a) achievement classes for boys as outlined in this paper; (b) grades nine through twelve providing college preparatory, technical and vocational education; and (c) a technical institute for grades 13 and 14.

The acceptance of such a proposal would provide greater opportunity for students; would allow students much greater flexibility in adapting their abilities and their goals; would allow for more effective use of the building and of the faculty without any forseeable increase in cost; would hopefully overcome the misconception which the public has about the Boys' Vocational School.

The Superintendent submits this paper as an initial, not as a final, proposal. The intent is to secure reactions so that a definite and complete program can be approved.

At a later date the Superintendent will submit a paper outlining similarly the conclusions drawn with respect to what is at present in the initial discussion stage, that of establishing within the present geographical boundaries of the two high schools a single complex.

Very truly yours,
John M. Tobin
Superintendent of Schools

On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted to make part of the minutes the following report and recommendation received from the Superintendent at the meeting of Nov. 14, 1967 relative to the school bus making an extra trip for kindergarten children at the M. E. Fitzgerald School:

Office of the
Superintendent of Schools
1700 Cambridge Street
Cambridge, Massachusetts 02138

November 6, 1967

ORDERED:

Superintendent to study and report on a plan to have the school bus pick up the kindergarten children in the M. E. Fitzgerald School at the conclusion of the morning session and also at the conclusion of the afternoon session.

A survey of the kindergarten pupils was completed on September 25th, 1967 to be certain that transportation had been arranged for those who attended the Fitzgerald School and whose residences were in the geographical district presently served by a school bus.

In every instance but one the parents had arranged for the transportation. In that one instance the child returned home with a traffic girl.

On October 2, 1967, a notice was sent to each of the parents urging attendance at a meeting at the Fitzgerald School at 1:30 P.M. on October 4th to discuss the establishment of a workable arrangement for the transportation of kindergarten pupils at the close of the morning session and at the beginning of the afternoon session.

Only six parents attended and there was an expressed willingness to either share in car pools or to share the cost of hiring a daily taxicab.

The distances involved from the Fitzgerald School to locations in the area are

To:	Mass Ave. and Washburn Ave.	.8 mile
	Mass. Ave. and Brookford Street	.9 mile
	Mass. Ave and Gladstone Street	1.0 mile
	Seagrave Rd. and Kimball Street	1.2 mile

Admittedly there does exist a problem caused by the heavy traffic on Massachusetts Avenue.

The cost of providing a bus for the transportation of kindergarten pupils who would use this transportation would average about $4.00 a week per pupil. Estimate is based on daily cost of about $24.00 per day for the bus divided by 30, the number of pupils registered in the kindergarten classes at the Fitzgerald School whose residences are in the geographical area served by the bus.

The School Committee must likewise consider that in all fairness transportation should likewise be provided for other areas of the city where distances are no less than those noted.

The Superintendent has considered the cost and the distances involved. But he considers more important than either the safety of the children.

The report of the Master of the School on September 25, 1967 indicated that provision for the safety of the pupils had been made by every one of the parents.

Under the circumstances the Superintendent feels certain that each child has been protected and that provision of a bus is not essential for the safety of the pupils.

Very truly yours,
John M. Tobin
Superintendent of Schools

September 25, 1967

Mr. John M. Tobin, Supt.
School Department
1700 Cambridge Street
Cambridge, Mass.

Dear Mr. Tobin:

Listed below are the names and addresses of kindergarten pupils who are in the bus district:

A.M. SESSION

Name	Address	Taken Home By
Kimberly DeFrancisco	24 Washburn Avenue	Mother or Father
Jeanne Callinan	30 Madison Avenue	Mother
Robert Kriesen	11 Richards Avenue	Mother
Edward Danehy	19 Richards Avenue	Mother
Mary Fitzgerald	77 Gold Star Road	Mother
Dennis O'Connor (Mrs. Richard)	17 Gold Star Road	Mother
Barbara McNamara	34 Matignon Road	Mother-Neighbor (share ride)
David Nolan	2439 Mass. Avenue	Traffic Girl
Patricia O'Brien	27 Murray Hill Road	Mother-Neighbor (share ride)
Virginia Fox	17 Cottage Park Avenue	Mother

The following pupils are in the bus district but do not ride the bus:

Olive Warren	45 Magoun Street	Comes to school with older sister, Mother picks her up

Michael Cuggino	19 Fair Oaks Street	Neighbor brings him to school, Mother picks him up.
William Logan	17 Edmunds Street	Comes to school with sister, Mother picks him up

P.M. SESSION

Name	**Address**	**Brought to School By**
Paul Donato	5 Seagrave Road	Mother and Neighbor (take turns)
Kristine Randell	56 Gold Star Road	Mother and Neighbor (take turns)
Michelle Kent	30 Gold Star Road	Neighbor
Nancy Locke	38 Gold Star Road	Mother
Mary Tighe	20 Seven Pines Avenue	Father Drives Her
Ann Barry	36 Seven Pines Avenue	Neighbor
Steven Bowman (Mrs. Donald)	28 Seven Pines Avenue	Father or Mother
Christine Tivnan (Mrs. Albert)	69 Clarendon Avenue	Mother
Valerie Fallon (Mrs. Kieran J.)	15 Cameron Avenue	Mother
Nancy Hirtle (Mrs. Ronald)	26 Cameron Avenue	Mother & Neighbor (take turns)
Claudia Bisaccia	35 Madison Avenue	Mother
Cheryl Donahue	11 Madison Avenue	Mother
Maureen Cyr	13 Cottage Park Avenue	Mother
Anne Gibbons	56 Magoun Street	Father
Patty Ann Helmuth	57 Magoun Street	Mother
Stephen McDonnell	10 Columbus Avenue	Mother
Gail Tufts (Mrs. Wilbur)	5 Gladstone Street	Mother & Neighbor (share rides)

Very truly yours,
Paul F. Mahoney, Master

October 20, 1967

Mr. John M. Tobin, Superintendent
School Department
1700 Cambridge Street
Cambridge, Mass.

Dear Mr. Tobin:

Enclosed are the two notices which were distributed to all kindergarten children who either ride the bus to school in the morning or from school in the afternoon.

The response to the letter of October 2 was somewhat disappointing. The meeting of kindergarten parents on Wednesday, October 4 was attended by six parents: one mother of a "morning pupil" and five mothers of "afternoon pupils."

The following parents were in attendance:

A.M. Session	Mrs. Richard O'Connor	17 Gold Star Road
P.M. Session	Mrs. Donald Bowman	28 Seven Pines Ave.
P.M. Session	Mrs. Albert Tivnan	69 Clarendon Ave.

P.M. Session	Mrs. Kieran Fallon	15 Cameron Ave.
P.M. Session	Mrs. Ronald Hirtle	26 Cameron Ave.
P.M. Session	Mrs. Wilbur Tufts	5 Gladstone St.

The "afternoon parents" were unable to provide any means of transportation; the "morning parent" offered to drive two or three children each day from school. However, there was no one present who could take advantage of this offer.

During the discussion, which was pleasant and informal, the parents inquired about the cost of busing and voiced their willingness to share with one another the expense of hiring a cab daily.

It was concluded that those parents who neglected to attend the meeting were either sufficiently satisfied with the present arrangement or were reluctant to assume the responsibility for the care of other children.

The second notice was sent on Tuesday, October 17. At the present time no replies have been received.

Very truly yours,
Paul F. Mahoney, Master

M. E. FITZGERALD SCHOOL
70 RINDGE AVENUE
CAMBRIDGE, MASSACHUSETTS

October 2, 1967

Dear

On Wednesday afternoon, October 4, 1967, at 1:30 p.m. in the auditorium of the M. E. Fitzgerald School, there will be a meeting of parents of all kindergarten pupils who either ride the bus to school in the morning or return from school on the bus in the afternoon.

At this meeting I plan to discuss the possibility and advisability of a "car pool" arrangement for your child, whereby we might assist you and the other parents to initiate some workable arrangement for transporting the children home "from" the morning session and "to" school for the afternoon session.

I shall appreciate any suggestions and assistance you wish to offer.

Very truly yours,
Paul F. Mahoney, Master

Question came on a communication from the Headmaster of Rindge Technical School, concerning employment for students in the Technical Institute. The Superintendent recommended that the plan outlined in the communication as set forth below be adopted and on motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation:

RINDGE TECHNICAL SCHOOL
Broadway at Irving Street
Cambridge, Mass. 02138
Robert P. Sweeney, Headmaster, and Director
of The Technical Institute At Rindge

November 9, 1967

Mr. John M. Tobin, Superintendent of Schools
Cambridge School Department
Cambridge, Massachusetts

Dear Mr. Tobin:

I submit herewith a proposal to obtain federal funds under the Office of Education's College Work-Study Program (CWSP) to make it possible for students enrolled in The Technical Institute at Rindge to be employed part-time during the school year and during the summer vacation period in work related to their studies at the Institute.

In the course of discussions with applicants and potential candidates for the programs offered by the Cambridge School Department in the Technical Institute at Rindge, it has been apparent that many Cambridge students are deterred from continuing their education beyond high school because of a need to commence employment immediately upon graduation from high school. The financial pressures which require such students to abandon further education are such that it is not possible for them to undertake additional full-time study during the day even when it is available at no cost to them or their families in such a school as the Technical Institute at Rindge.

At the same time, for students presently enrolled in the Institute it is clearly of great educational value for them to experience the rigor of applying their growing knowledge on-the-job, actually working in the electronics field.

In addition to the considerable cooperation we have had from local Cambridge firms and industries in planning individual summer positions in their companies for students in the Technical Institute. The NASA Electronics Research Center (ERC) has indicated it would be willing to make it possible for students to be employed year round in training positions in which they would be under supervision aimed at extending their education on-the-job, under the CWSP.

The CWSP is a financial-aid program for students who are otherwise unable to afford to attend college. Under the provisions of the program, students are employed by public agencies or non-profit private agencies at jobs which are in the public interest or are related to the students educational objective. Students may not work more than a maximum of forty hours per week during weeks classes are not in session or more than fifteen hours per week during weeks classes are in session. In addition, students are paid on an hourly basis only and thus are not entitled to paid holidays, sick leave, or other fringe benefits. The need of the student for assistance is evaluated, and preference is given to students from families whose income falls below the levels established by the Commissioner of Education, based on the levels established by the Director of the Office of Economic Opportunities. Direct costs incurred by the educational institution for administering the program may be charged to the program to a maximum of 3% of the federal grant.

Because the NASA ERC in Cambridge cannot predict in advance the level of manpower it will be permitted by the national headquarters at any given time under normal employment circumstances it is not possible for the ERC to plan to hire our students on a routine part-time basis. A special program such as the CWSP makes it possible for the ERC to commit itself to providing such opportunities as I have described for our students since such special employment programs are not included in the calculation of the ERC routine level of employment.

The College Work-Study Program in partnership with NASA would make it possible for an increased number of our students to obtain the kind of training leading to success of expending technical opportunities.

I am attaching a statement showing the breakdown of the amounts requested for the program in the attached application forms.

Sincerely,
Robert R. Sweeney, Director
The Technical Institute at Rindge

The Technical Institute at Rindge
Cambridge School Department

COLLEGE WORK-STUDY PROGRAM APPLICATION INFORMATION

Number of students to be hired under the program		25	
Rate of employment at $2.00/hour for period 7/1/68 - 6/30/69:			
17 weeks full-time, 40 hrs./wk maximum —	$ 1,360.00		
35 weeks part-time, 15 hrs./wk. maximum —	1,050.00		
Total earnings per student per year before taxes:		$ 2,410.00	
Total estimated earnings of students under CWSP		60,250.00	
Agency share of CWSP (NASA contribution) 15%	9,037.50		
Federal share of CWSP — 85%	51,212.50		
	$60,250.00		
Federal share: 85% of cost			$51,212.50
Estimated cost of administering CWSP program			1,500.00
Total Federal Funds requested for CWSP Program 7/1/68 - 6/30/69			$52,712.50

On motion by Mr. Fitzgerald, seconded by Mr. Good, it was voted on the following roll-call to adopt the Superintendent's recommendation, presented at the meeting of November 14, 1967, that the following Board of Examiners be approved to conduct the examination for Headmaster's Assistant-Mathematics, Rindge Technical School: Michael J. Antone, Director of Mathematics, Medford Public Schools; Thomas G. Lynch, Supervisor of Math. Waltham School Department; Richard J. David, Co-ordinator of Math. Belmont School Department: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

Tabled Matters:

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to take from the table the Civil Service Certified list of persons eligible to fill one position of Nutrition Class Attendant. On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to refer this matter to executive session.

Awaiting Report:

Conforming to an order that he report on a petition received from the parents of kindergarten children attending the Harrington School, the Superintendent presented the following report and on motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to place the report on the 'calendar':

Office of the
Superintendent of Schools
1700 Cambridge Street
Cambridge, Massachusetts 02138

November 17, 1967

The Superintendent submits the following report in response to a School Committee Order of November 14, 1967 that:

ORDERED:

To refer to the Superintendent for study and report at the next meeting of the School Committee, a petition, attached hereto and made part of this communication, received from parents of children attending kindergarten at the Harrington School.

There are presently two kindergarten rooms in the Harrington School, one of which is used to house children in the Follow-Through Program. The youngsters in this program are selected under the guidelines of the United States Office of Education which basically state that fifty percent of the children must have been in Head Start. Moreover, children are to be selected, both those with and those without Head Start experience, at random. This formula was followed.

The children in Follow-Through attend school from 8:30 until 2:30. Lunch, rest, play with a minimum of instruction constitute the afternoon program. The general educational objectives of the kindergarten are accomplished in the morning. The program is too new for any evaluation, even a subjective one. As some, however limited, objective data becomes available, the Superintendent plans to share this information with the School Committee.

The Superintendent respectfully reminds the Members of this Committee that this is a pilot program. If the program establishes significant positive accomplishments for Follow-Through, he would be remiss in his responsibility not to recommend that the School Committee consider the development of such a program for all schools wherever possible. It is equally his duty to report to the School Committee should the study indicate that there was no significant educational difference in a regular kindergarten and a matched Follow-Through group. It is important, however, to note that should this consequent result there would have been no detrimental educational factor to the children who had participated in Follow-Through. If the pilot study has value it is that a positive conclusion could be beneficial in the future to all kindergarten children; if the results are inclusive no educational disadvantage would have resulted to any child.

The regular kindergarten in the Harrington School is a spacious room, approximately 1200 square feet. The morning session has 40 children with 2 teachers; the afternoon session has 37 pupils with 2 teachers. A teacher-pupil ratio of 1:20 has been maintained. Moreover, the Superintendent calls the attention of the Committee to the fact that average daily attendance is necessarily lower than class enrollment. Since the last meeting of this Committee, the actual number of children present, still with 2 teachers, was on Wednesday, November 15, in the morning session 28, in the afternoon, 18; on the 17th in the morning, 24 students.

In summary, the Superintendent believes that each child in the kindergarten in the Harrington School is receiving sound education. He further suggests that if this situation should change, he would acquaint members of the School Committee of this fact. Moreover, his statement would include a positive recommendation.

It is the Superintendent's judgment that a satisfactory kindergarten program is being maintained at the Harrington School.

Very truly yours,
John M. Tobin
Superintendent of Schools

Conforming to an order that he consider the advisability of adopting a proposed amendment to the rules, the Superintendent recommended adoption of the proposed amendment to the rules presented by Mr. Good at the meeting of November 14, 1967 "That Item 5, Paragraph A of the qualifications for the position of Director of Social Studies be changed from 'a Bachelor's degree with a major in the applicable specialized field' to 'a Bachelor's or Master's degree with a major in the applicable specialized field." On motion by Mr. Good, seconded by Mrs. Ackermann, it was voted on the following roll-call to adopt the proposed amendment: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

NEW BUSINESS

Mr. Olesen moved, seconded by Mrs. Ackermann, that Civil Service be requisitioned for a list of persons eligible to fill two positions of School Matron, said matrons to be assigned one at the Thorndike School and one at the Agassiz School, neither school presently having the services of a matron. On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted that this proposed motion be referred to the committee on Buildings & Grounds.

On motion by Mr. Fitzgerald, seconded by Mr. Good, it was voted that the Superintendent and Chief Custodian be authorized to excuse Civil Service employees from reporting for duty on Friday, November 24, 1967 (day after Thanksgiving day) wherever feasible.

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted that the Superintendent report to the School Committee by the second meeting in December the duties, yearly schedule and the hours per day worked by the teacher-in-charge of the War Memorial Building.

On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted that the Cambridge School Committee extend its congratulations to the Rindge Alumni Association on the occasion of the 72nd Rindge Reunion for the outstanding work the Alumni is doing in fostering the Spirit of Rindge and its enthusiastic endeavors toward greater education in the Rindge tradition; and, further, the School Committee offers its sincere congratulations to Mr. Arthur D. Jewell of the Rindge Class of 1918 who has been chosen "Annual Rindge Man of the Year".

On motion by Mr. Solomons, seconded by Mrs. Ackermann, that the Committee on Buildings & Grounds be requested to have installed six more electric outlets in the School Committee meeting room — three on the west wall, one on the south wall, one on the north wall and one on the east wall.

On motion by Mr. Fitzgerald, seconded by Mr. Olesen, it was voted to convene in executive session.

Executive Session

Question came on the certified civil service list for the position of Nutrition Class Attendant. The Superintendent recommended that the three applicants whose names appear on the list be invited to appear before the committee, in executive session, at the next regular meeting. On motion by Mr. Olesen, seconded by Mr. Solomons, it was voted to adopt the Superintendent's recommendation.

Relative to the matter of custodial services at the Longfellow School, Mr. Fitzgerald stated that he would call a meeting of the sub-committee on Buildings & Grounds to which all the members will be invited, for the purpose of discussing with Mr. Foley and the custodian involved, the matter of the reports submitted by Mr. Foley, Master of the Longfellow School.

There being no objection the chairman ordered placed on the 'calendar' the Superintendent's recommendation that the following Board of Examiners be appointed to conduct the examination for the position of Headmaster's Assistant, Business Education Dept. High & Latin School. Mr. Robert F. Buck, Director of Business Education, Boston School Department; Mr. Michael F. Gaffney, Head of Business Education Department, Medford High School; Mr. Frank W. Kerwin, Head of the Business Education Department, Quincy High School.

On motion by Mr. Olesen, seconded by Mr. Good, it was voted to convene in regular session.

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to ratify and confirm the votes taken in executive session.

On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted to adjourn.

ADJOURNED

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(Official Report)

Tuesday, December 5, 1967

REGULAR MEETING:

Members present: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes.

Mayor Hayes in the chair.

The committee convened in executive session for the purpose of interviewing candidates whose names appeared on the certified civil service list to fill one position of Nutrition Class Attendant. At the conclusion of the interviews the committee reconvened in regular session.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to approve as presented the minutes of the regular meetings of November 14, 1967 and November 21, 1967.

There being no objection the chairman ordered placed on file communications from Daniel W. Marshall, chairman of the Department of Education, Tufts University, Jack R. Childress, Dean of the School of Education, Boston University and R. A. Alberty, Dean of the School of Science, Mass. Institute of Technology accepting the School Committee's invitation to serve on a special five-man committee to evaluate candidates for the position of Superintendent of Schools. The chairman also ordered made part of the minutes a report from the Secretary that Dean Donald T. Donley, of the Boston College School of Education had telephoned and said he would be happy to serve on this committee and that he would confirm this by letter shortly.

There being no objection the chairman ordered made part of the minutes the following communication from the City Manager:

Dec. 5, 1967

To the Honorable
The Cambridge School Committee
Cambridge, Mass.

Dear Sirs & Madam:

I regret to advise you that we have been unable to get the final figures on the air conditioning so as to make a report this evening.

You may rest assured that you will have a final report at your next regular meeting.

Very truly yours,
/s/ Joseph A. DeGuglielmo
City Manager

On motion by Mr. Solomons, seconded by Mr. Good, it was voted that pending receipt of a report of a meeting between the Business Manager, the City Treasurer and a representative of the Teacher's Association, that the communication from the Teachers' Association requesting that dues deduction be started with the January payroll, be placed on the table.

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to refer to the budget a communication from the Teachers' Association requesting that under the provisions of Article III, Sec. B-1 that an increase for the positions of masters of evening schools and directors of summer schools be included in that part of the salary schedule dealing with night school and summer school teachers.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to make part of the records the following communication from the office of Pietro Belluschi, Principal Architect for the Russell School, addressed to the City Manager, and that the City Manager be invited to report on all three of the proposed new school buildings and the communication above referred to at a special meeting to be held on a date mutually agreeable between the Committee and the City Manager.

27 November, 1967

Mr. Joseph DeGuglielmo
City Manager
City of Cambridge
Cambridge City Hall
795 Massachusetts Avenue
Cambridge, Massachusetts 02139

RE: Russell-Haggerty School

Dear Mr. DeGuglielmo

As we stated in a letter to you dated 4 October, 1967, it has been necessary to stop all our work on the Russell-Haggerty School pending the receipt of formal communication from your office regarding certain fundamental decisions related to approval of schematics, budget, mechanical systems and program changes. These matters were summarized in a memo to you from our office dated 16 October, 1967, and were subsequently discussed in detail at a meeting in your office on the same date.

As you recall, the following were present at the meeting:

Mr. Joseph DeGuglielmo
Mr. John Corcoran
Mr. David Hockman
Mr. Edward Conley
Mr. Pietro Belluschi
Mr. William Halsey
Mr. Robert Oxman

Since we have as yet received no written confirmation from your office of either the decisions made at our meeting with you on the 16th, or those matters scheduled to be resolved by yourself, the School Department and the School Committee during the week of 23 October, 1967, we are still unable to continue work on the Design Development phase of the Russell-Haggerty School. In view of the time which has elapsed since our last meeting, I thought it would be desirable to reiterate the points discussed with you at the meeting of 26 September and 16 October, 1967.

A. Approval of Schematic Design Phase.
As was mentioned at our meeting with you on 16 October, 1967, the School Committee has approved the Schematic Design Phase of the Russell-Haggerty School. We have as yet received no official

approval of this phase from your office. This approval is prerequisite to our being able to continue work on the Design Development Phase.

Action Required:

Formal approval of Schematic Design Phase.

B. Budget.

You reiterated at the meeting of 16 October, 1967, that there was no fixed budget for this project. It was recognized that this decision is in contradiction to your letter of 11 September, 1967, where you stated that 'the limit put on the cost was $3,000,000.' We have had no subsequent written communication from you stating that (as agreed at our meeting) there is no fixed budget for the total project cost. Naturally the estimate of construction cost which we have discussed, $3,773,320, is a schematic estimate of the potential maximum construction cost, and we will make every effort during subsequent phases of the architectural work to attempt to reduce this figure. The estimate made during the Design Development Phase should be a real help here.

Unless we hear from you to the contrary by the time that we resume work on the project, we will assume that there is no fixed budget limit for construction cost or project cost.

C. Program.

We have as yet received no report of decisions made by your office, the School Department, and the School Committee regarding the required program increases and additions as described in our memo to you "Area and Cost Estimates" dated 23 September, 1967. These increases and additions in that area amount to the following:

a) Gymnasium complex	5,000 square feet
b) Auditorium	2,000 square feet
c) Central Resources room	1,000 square feet

Action Required:

Written approval and/or disapproval of possible increases and additions.

D. Mechanical Equipment.

The question of whether the building is to be fully, partially, or not air conditioned has not yet been resolved. As we discussed at our dinner meeting of 26 September, 1967, the design engineering air conditioning use or non-use affects the design of the entire building. In the systems which seem most economical to install and operate for our design, to add air conditioning as an alternate bid would require two sets of mechanical and architectural drawings. As mentioned in a letter from our office to Mr. John Tobin dated 4 October, 1967, we believe it to be impractical and potentially explosive to defer this decision to a later stage of the design process.

Action Required:

Written directive concerning air conditioning use, partial use or non-use, in this school.

E. The design for the new playing fields on Callahan Playground is not included in our present architectural contract. It is our understanding that the design of these fields will be undertaken by the Department of Recreation of the City of Cambridge, and no action is required, or will be taken, by our office.

I trust that we will receive your decisions on items A, C and D within the near future. We are very enthusiastic about the building and are anxious to resume work on the project as soon as possible in order that this delay will not affect our estimated schedule for the completion of construction on the Russell-Haggerty School in September, 1970.

Sincerely yours,
William A. Halsey

WAH/m

Enclosure:

cc: Mr. John Tobin
Mr. Edward O'Connell

A communication was received from Olivia J. Steele, Director of Special Services Component of the Cambridge Economic Opportunity Committee requesting that children and young teen-agers between the ages of 6 to 16 be provided facilities, leadership and tickets to cultural and athletic functions. On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted that Miss Steele be informed that she should contact the Assistant Superintendent's of Schools, Mr. Hockman and Mr. Conley as they are the School Department representatives to the Cambridge Economic Opportunity Committee.

The chairman ordered placed on the 'calendar' as required by the rules proposed changes in the Rules of the School Committee made necessary by reason of the Agreement between the Teachers' Association and the School Committee, as set forth below:

PROPOSED CHANGES IN THE RULES OF THE SCHOOL COMMITTEE BY REASON OF AGREEMENT BETWEEN TEACHERS' ASSOCIATION AND SCHOOL COMMITTEE

RULES	AGREEMENT
Page 15—Chap. V	
Sec. 15 Appeals—Delete all except first sentence	Article III covers Grievances
Page 14—Chap. V	Article XI covers Transfer of Teachers
Sec. 10 Transfer of Teachers—Delete	
Page 38—Chap. IX	
Sec. 4 Attendance)	Artivle V covers Teachers' Hours and Teacher Load
Sec. 5 Hours) Delete	
Sec. 8 Number of School Days)	
Page 43—Chap. XI	
Sec. 4 Pupil Teacher Ratio—Delete	Article VI covers Class Size
Page 26 on—Chap. VIII	
Sec. 17 & 18 Leaves of Absence	
1. Illness)	Articles XVII, XVIII, XIX and XX cover Leave of Absence, except Maternity Leave of Absence
2. Death in Family) Delete	
3. Sabbatical)	
=except Maternity Leave of Absence	

SUPERINTENDENT OF SCHOOLS

(Reports and Recommendations)

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to accept the resignation of Natalie Sealfati Khoury, teacher at the Fletcher School, effective Dec. 31, 1967.

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted on the following roll-call to approve the Business Manager's recommendation, concurred in by the Superintendent, that in addition to sums previously appropriated, the following amounts be appropriated to the accounts listed:

TO:

Schedule B-2 Postage	$ 100.00	
Schedule D-16 Supplies not Otherwise Coded	1,000	
Schedule F-13 Labor, Materials, Buildings	10,000.00	
Schedule F-14 Audio Visual	250.00	$11,350

—said sums to be provided by transfer from the following accounts:

FROM:

Schedule A-2 Temporary Employees	$ 9,850.00	
Schedule B-11 Insurance	500.00	
Schedule B-44 Travel Outside State	1,000.00	$11,350

Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

The chairman ordered placed on the 'calendar' as required by the rules the Superintendent's recommendation that the following text books be approved for use in the Cambridge public schools:

PUBLISHED BY LAIDLAW BROTHERS.

New Laidlaw Mathematics Program:

Mathematics 3 & 4.

On motion by Mr. Solomons, seconded by Mrs. Ackermann, it was voted to suspend the rules for the purpose of introducing a motion under 'new business' at this time.

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted that whereas in the light of both favorable and unfavorable publicity given the Cambridge High & Latin School on an evening broadcast over Radio Station WEEI, concerning the Guidance Department and the English Department of the Cambridge High & Latin School, that the Superintendent of Schools present a report on this matter at the next meeting of the School Committee, in executive session; and, further, that Headmaster of High & Latin School, the head of the Guidance Department and the head of the English Department at High & Latin School be instructed to be present at this meeting.

REPORTS OF COMMITTEES

On motion by Mr. Solomons, seconded by Mr. Fitzgerald, it was voted on the following roll-call to approve the report of the Sub-committee on Buildings & Grounds, as set forth below, and adopt the recommendations contained therein: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea":

Committee on Buildings & Grounds

Monday, December 4, 1967

Present: Mr. Fitzgerald, Chairman
Mr. Duehay
Mr. Good
Mr. Olesen
Mrs. Ackermann
Mr. Solomons

It was voted to recommend that Clarence H. Hanafin, 168 Pearl Street, Raymond P. Durette, 97 Thorndike Street and John T. Burke, 231 Allston Street, being the first three persons on the certified civil service list who have signified their willingness to accept the position, be appointed junior building custodians at a salary of $104.53 per week.

It was voted to recommend that the matter of renovating the Trophy Room at Rindge Technical School, be referred to the 1968 budget.
It was voted to recommend that the contract for installing carpeting in the School Committee room and in the business office be awarded to the lowest responsible bidder to have met specifications, Offices Unlimited, Inc., 4 Broadway, Lowell, Mass., at a total price of $3,995.49; and, further, that the contract for installing window draperies in the same area be awarded to the lowest responsible bidder to have met specification, the C. B. Swift Company, 132 Newbury St., Boston, at a price of $3,787.00.

Respectfully submitted,
/s/ James F. Fitzgerald
Chairman

The rules having been suspended, a motion by Mr. Fitzgerald, seconded by Mr. Solomons, to reconsider the vote adopting the report of the Committee on Buildings & Grounds, be rescinded, (hoping same would not prevail), failed of adoption.

UNFINISHED BUSINESS FROM PREVIOUS MEETINGS

Calendar:

On motion by Mr. Fitzgerald, seconded by Mr. Duehay, it was voted to adopt the text books recommended by the Superintendent at the meeting of November 21, 1967.

Mr. Duehay moved, seconded by Mr. Solomons, to adopt the Superintendent's report on the petition from parents of kindergarten children attending Harrington School, spread in its entirety in the minutes of the meeting of November 21, 1967. A substitute motion by Mrs. Ackermann, seconded by Mr. Olesen, to refer the report back to the Superintendent with the recommendation that he try to find another solution, failed of adoption on the following roll-call: Mrs. Ackermann, Mr. Good and Mr. Olesen voting "Yea"; Mr. Duehay, Mr. Fitzgerald, Mr. Solomons and Mayor Hayes voting "Nay". It was then voted to adopt Mr. Duehay's motion, seconded by Mr. Solomons to adopt the Superintendent's report on the petition from parents of kindergarten children attending Harrington School, spread in its entirety in the minutes of the meeting of November 21, 1967. Mr. Olesen is recorded as voting "Nay".

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted on the following roll-call to adopt the Superintendent's recommendation that the following Board of Examiners be appointed to conduct the examination for the position of Headmaster's Assistant, Business Education Department, High & Latin School:

Mr. Robert F. Buck, Director of Business Education, Boston School Dept.

Mr. Michael F. Gaffney, Head of Business Education Dept., Medford High School

Mr. Frank W. Kerwin, Head of the Business Education Dept., Quincy High School

Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

Tabled Matters:

On motion by Mr. Good, seconded by Mr. Olesen, it was voted to take from the table and refer to executive session a motion that Henry Preston, Custodian at the Longfellow School, be granted leave of absence without loss of salary from May 17, 1967 to June 13, 1967.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to take from the table and refer to executive session the proposed contract with custodians & matrons.

Awaiting Report:

Conforming to a motion that he draw up as soon as possible a list of actions that the School Committee must take in order to conform to the contract between the Teachers Association and the School Committee, the Superintendent presented the following report and on motion by Mrs. Ackermann, seconded by Mr. Duehay, it was voted that the report be placed on the table and the Superintendent present a job description of the new positions enumerated in the report and that the budgetory items listed be referred to the 1968 budget:

Office of the
Superintendent of Schools
1700 Cambridge Street
Cambridge, Massachusetts 02138

November 30, 1967

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE:

The following report is submitted in compliance with the School Committee Order, dated October 3, 1967:

Voted that the Superintendent be requested to draw up as soon as possible for the School Committee a list of actions that the School Committee must take in order to conform to the contract signed with the Cambridge Teachers Club effective this date, and, further, that the Secretary of the School Committee be instructed to report whatever rule change swill be necessary by reason of the adoption of said Agreement.

An analysis of the Contract between the Teachers Association and the Cambridge School Committee indicates that several articles will necessitate study and/or action.

Article 4 Salaries As attached after Article 33 on pages 25-26.

Extra Curricular Activities

Provision for additional expense must be made in the budget. The study of comparable school systems is now being completed.

Other Salary Schedule

Illustrative categories will necessitate budget increase.

Article 5 Teaching Hours and Teaching Load

Section D.1.

Personnel will be required to implement this item. Permanent part-time aides may be hired under Civil Service on an hourly basis. An unofficial estimate would indicate that a minimum of 50 aides is necessary to provide for duty-free lunch periods.

Article 6 Class Size

Space limitations make it impossible at the present time to meet the maximum pupils per teacher. Some 23 additional classes would be required for primary grades; 21 teachers for grades 4-8.

Article 7 Specialists and Special Programs

The Board of Examiners continues its efforts to recruit school adjustment counselors. Interviews are being held.

Article 8 Non-Teaching Duties

Ten permanent part-time secretaries will be necessary to implement this item. (Abraham Lincoln, Agassiz, Fletcher, Haggerty, Houghton, Putnam, Russell, Thorndike, Webster and Girls' Vocational.)

Article 12 Section 2: Vacancies and Promotion

2 Principals, (Lincoln and Haggerty)
3 Sub Masters, (Fitzgerald, Longfellow, Roberts)
1 Master's Assistant, (Thorndike)

These positions must be filled.

Article 15 A Section 4: Teacher Facilities

Present replacement policy should continue.

Section 5

Communication systems are called for Lincoln, Agassiz, Fletcher and Haggerty. The communication system in the Houghton School is to be transferred to the Webster School if feasible.

Section 8

Public telephones are to be placed in each school. Only the Fitzgerald, Morse, and Peabody presently have them.

Article 16 Section B: Use of School Facilities

Each school is to have a bulletin board in a faculty lounge. 18 are needed.

Article 18 Section A.1.

Only an estimate of the cost of substitutes for teachers on personal leave in 1968 is possible. If each teacher takes 1 day the cost would approximate 500 x \$20 = \$10,000; 2 days \$20,000, etc. This item is, therefore, of budgetary concern.

Article 23 and 24

The possibility of an insurance plan to meet the contingencies arising under the articles should be studied.

Article 28

Articles A & B are budget items.

In addition the Superintendent's Office will need additional personnel for the duties, notices, and reports necessary to fulfill the terms of the Contract.

Very truly yours,
John M. Tobin
Superintendent of Schools

NEW BUSINESS

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that the School Committee extend its sincere congratulations to the coach and members of St. Mary's Football Team for a very successful football season

On motion by Mr. Good, seconded by Mr. Duehay, it was voted that the Superintendent conduct a study on salaries paid to substitute teachers in surrounding communities and report his findings to the School Committee in time for the budget.

There being no objection the chairman ordered placed on the 'calendar' bids received for furnishing milk and frozen milk bars to the various schools.

It was voted to convene in executive session.

Executive Session

Mr. Solomons moved, seconded by Mr. Olesen, that Marion C. Murphy, 9 Murdock Street, being the first name on the certified civil service list, be appointed Nutrition Class Attendant at a salary of $85.81 per week. Mr. Good offered a substitute motion, seconded by Mr. Fitzgerald, that Lorraine T. Delaney, 9 Tenney Street, being the second name on the certifized civil service list, be appointed to the position in question. On the following roll-call the substitute motion failed of adoption: Mr. Fitzgerald, Mr. Good and Mayor Hayes voting "Yea"; Mrs. Ackermann, Mr. Duehay, Mr. Olesen, and Mr. Solomons voting "Nay". On the following roll-call it was then voted to adopt Mr. Solomons main motion that Marion C. Murphy, 9 Murdock Street, being the first name on the certified civil service list, be appointed Nutrition Class Attendant at a salary of $85.81 per week: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Good "Present". The rules having been suspended, a motion by Mr. Olesen, seconded by Mr. Solomons, to reconsider the foregoing vote (hoping same would not prevail) failed of adoption on the following roll-call: Mr. Fitzgerald, Mr. Good and Mayor Hayes voting "Yea"; Mr. Duehay, Mr. Olesen, and Mr. Solomons voting "Nay"; Mrs. Ackermann "Present".

On motion by Mr. Good, seconded by Mr. Solomons, it was voted on the following roll-call that Henry Preston, custodian at the Longfellow School, be granted leave of absence without loss of salary from May 17, 1967 to June 19, 1967 because of illness; except that the salary check due by reason of this vote, be forwarded to Mr. Preston's wife, if legally possible: Mrs. Ackermann, Mr. Good, Mr. Olesen, Mr. Solomons voting "Yea"; Mr. Fitzgerald "Present"; Mr. Duehay voting "Nay".

Question came on a proposed new contract with custodians and matrons. On motion by Mr. Good, seconded by Mr. Solomons, it was voted that a sub-committee of the whole be appointed to consider the matters of the proposed contract and the 1968 budget in order that continuity of action may be accomplished on these two matters; and, further, that Vice-Chairman Fitzgerald be designated chairman of this sub-committee.

The Superintendent presented a petition from Miss Lucille Kelley, Master's Assistant at the Putnam School, that she be granted leave of absence without loss of salary for the purpose of visiting her nephew in Italy who is ill. On motion by Mr. Fitzgerald, seconded by Mr. Good, it was voted to suspend the rules for the purpose of taking action on the petition. On motion by Mr. Fitzgerald, seconded by Mr. Good, it was voted on the following roll-call that the request be granted: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Solomons and Mayor Hayes voting "Yea"; Mr. Olesen "Present". The rules having again been suspended, a motion by Mr. Fitzgerald, seconded by Mr. Good, to reconsider the foregoing vote (hoping same would not prevail) failed of adoption.

The Superintendent concurred in a recommendation by the Director of Physical Education and Athletic Activities that Paul Sullivan, teacher at the Russell School, and Philip Orso, a senior at Northeastern University majoring in Physical Education, be appointed elementary school basketball coaches at a stipend of $300., each for the season; that Joseph Goodwin, junior at Boston State College is recommended for Basketball Referee at a stipend of $200., for the season. On motion by Mr. Fitzgerald, seconded by Mrs. Ackermann, it was voted on the following roll-call to adopt the recommendations: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

On motion by Mr. Olesen, seconded by Mr. Fitzgerald, it was voted to reconvene in regular session.

On motion by Mrs. Ackermann, seconded by Mr. Solomons, it was voted to ratify and affirm the votes taken in executive session.

On motion by Mr. Good, seconded by Mr. Duehay, it was voted to adjourn;

ADJOURNED.

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(OFFICIAL REPORT)

Thursday, December 14, 1967

SPECIAL MEETING:

Called by vote of the School Committee taken at the meeting of December 5, 1967 for the purpose of discussing the new school building program and the letter from the architects for the new Russell School.

Members present: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes.

Mayor Hayes in the chair.

Committeeman Fitzgerald moved, seconded by Mr. Good, that for the purpose of expediting the erection of the three proposed new school buildings that the matter of installing air conditioning be removed from the educational specifications for the three proposed new schools. On the following roll-call the motion failed of adoption: Mr. Fitzgerald, Mr. Good and Mayor Hayes voting "Yea"; Mrs. Ackermann, Mr. Duehay, Mr. Olesen and Mr. Solomons voting "Nay".

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to adjourn;

ADJOURNED

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(OFFICIAL REPORT)

REGULAR MEETING

Tuesday, December 19, 1967

Members present: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes.

Mayor Hayes in the chair.

Having filed the proper notice required by the rules, Mrs. Ackermann moved reconsideration of the negative vote on the motion "That for the purpose of expediting the erection of the three proposed new schools that the matter of installing air condition be removed from the educational specifications for the three proposed new schools." Mr. Duehay seconded the motion for reconsideration. The motion to reconsider prevailed and on the following roll-call, on the recurring question, it was voted to adopt the motion "That for the purpose of expediting the erection of the three proposed new schools that the matter of installing air condition be removed from the educational specifications for the three proposed new schools.": Mr. Fitzgerald, Mr. Good, Mr. Olesen and Mayor Hayes voting "Yea"; Mrs. Ackermann, Mr. Duehay, and Mr. Solomons voting "Nay".

There being no objection, the chairman ordered the regular order of business suspended for the purpose of hearing representatives from the Houghton School PTA relative to school facilities for Houghton pupils during the time the new Houghton School is being erected. Mrs. Gill, vice-president of the Houghton School PTA represented the Houghton PTA and discussed at length the Superintendent's report relative to mobile classrooms. At the conclusion of the hearing it was voted to adopt a motion by Mrs. Ackermann, seconded by Mr. Solomons that the Superintendent's report on this subject, presented and spread in the minutes of November 14, 1967, be referred back to the Superintendent and that he be informed that double sessions are the least satisfactory solution to the problem and request him to look for another solution which may include either portable classrooms or another permanent building with suitable space for classrooms and that the additional report presented by the Superintendent at this meeting, spread in its entirety below, be placed on the table:

CAMBRIDGE SCHOOL DEPARTMENT
1700 Cambridge Street
Cambridge, Massachusetts 02138

RELOCATABLE CLASSROOMS

Mr. Hockman and Mr. Dynan met with Mr. Anthony Galeota, Chief Structural Engineer for the Boston School Department on the afternoon of Tuesday, November 28, 1967.

Mr. Galeota had been faced with the problem of examining the various types of relocatable school buildings then available commercially, and of submitting a recommendation to the Boston School Committee. A copy of his report of August 5, 1965 and of the detailed list of requirements for demountable units prepared on that same date are attached.

Note: At our recent meeting he suggested that shades for windows be added to the list of requirements and that the furniture be procured under a separate contract.

During our meeting Mr. Galeota, drawing on his experience with the units purchased for Boston, made these observations:

1) Each unit at the present market prices with toilet facilities and all equipment, overall size 24' x 44', to house between 30 and 35 pupils would average $28,000 cost.

2) If toilet facilities were not included and no connections for water or sewage were made the result could be a savings of $4,000 to $6,000 per unit, depending upon distance necessary for connections to present mains.

3) To install utilities for a distance of 100' would average a cost of $6,000.

4) All lead-ins should be equipped and protected with extra heavy insulation.

5) If screens are added the additional cost would be $800 per unit.

6) Windows should be double-hung sash.

7) Electrical heating is adequate in their units and artificial lighting is excellent.

8) Wooden units are one-hour fire resistant and therefore can be considered the equivalent of metal units from a safety viewpoint.

9) Vandalism has been a problem.

10) Actual experience indicates a three to six month delivery beyond the date of the signing of the contract.

11) Concrete piers should be installed for a base, but creosoted wood would serve if the use is to be for a limited time, and the building code permits.

12) Site preparation, installation of foundation, and of utility lines would have to be provided for under a separate contract.

Mr. Dynan talked with Dr. Ferdy J. Tagle, Jr., Assistant Superintendent of Schools for Funds and Facilities, in Brookline on December 4, 1967. Pertinent information given by Dr. Tagle included:

Brookline leases 6 classrooms — 24' x 30' — on a 5 year Lease/Purchase plan at $24,000 a year. At the end of the 5 years Brookline may purchase the buildings for $1 each.

Brookline has set up these rooms adjacent to, and attached to permanent School buildings, with covered, enclosed passageways. Therefore no facilities are needed in the relocatable rooms. There has been no cost for providing utility lines, pipes, etc.

When they were considering the use of relocatables, they were talking in the neighborhood of $13,000 to $14,000 per unit, as the purchase price.

On the basis of their contract they are paying a total of $120,000 over a 5 year period, or $20,000 per unit.

Mr. Conley and Mr. Dynan reviewed a Report from Educational Facilities Laboratories, which was founded by the Ford Foundation. The subject of this report is a national review of relocatable school facilities, built between the 1920's and early 1964.

From this report we list price ranges — In-Place cost, per unit of re locatable buildings, located in areas which compare with Massachusetts, as to temperature, snowfall, etc.

Chicago, Illinois	$10,000 - $10,500
Detroit, Michigan	$14,800
Minneapolis, Minnesota	$19,000 - $23,500
New York, N. Y.	$18,950 - $22,346
Pittsburgh, Pa.	$23,227 - $26,900

The Superintendent does not believe that the Brookline situation is parallel since no facilities are provided. The Boston School Department's figures on cost are both accurate and recent indicating that each unit in place will cost approximately $28,000. Since Cambridge would need 16 such units an item of budget significance results — $448,000.

It is difficult to obtain resale estimates of any established validity. Whatever was realized should, of course, be subtracted from the above total. Initial cost, however, remains $448,000.

The cost of the double session as recommended is minimal since no additional personnel are required to implement the proposal. Cost of the additional heat and light for keeping the Webster School open for 2 more hours daily would be more than offset by the savings resulting from closing down the Houghton school.

The Superintendent is aware of the problems created by double sessions. Obviously educational time for the children is lessened. To compensate, in part, for this loss the Superintendent will arrange for summer programs at the Webster School wherever pupil need or parent concern is apparent. These courses will be both remedial and enrichment oriented.

The Superintendent is of the opinion that his proposal of October 10, 1967, most realistically balances educational needs with fiscal responsibility.

John M. Tobin
Superintendent of Schools

On motion by Mr. Olesen, it was voted to reconvene in executive session for the purpose of hearing a report on the favorable and unfavorable publicity given the Cambridge High & Latin School concerning the Guidance Department and the English Department.

Conforming to an order of the School Committee, the Superintendent presented a detailed report on the foregoing matter and the Headmaster of High & Latin School, the head of the Guidance Department and the head of the English Department at High & Latin School appeared and discussed the report at length.

At the conclusion of the discussion it was voted on motion by Mr. Good, seconded by Mr. Solomons, to reconvene in regular session and resume the regular order of business.

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted that a statement of fact be prepared and issued with relation to the matter concerning the Guidance and English Departments at High & Latin School and that the School Committee will continue its discussion of the matter at a future meeting, said statement of fact to be prepared by Mr. Giroux, Director of School Public Relations, and transmitted to the Superintendent and to each member of the School Committee. Mr. Fitzgerald is recorded as voting "Nay".

SUPERINTENDENT OF SCHOOLS
(Reports and Recommendations)

On the following roll-call it was voted to adopt a recommendation of the Business Manager, concurred in by the Superintendent, that the appropriations itemized below be made to the accounts indicated: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea":

TO:

Schedule A-2 Temporary Employees	$11,000	
Schedule B-8 Light & Power	2,300	
Schedule B-13 Communication	600	
Schedule B-31 Extermination of Insects	150	
Schedule D-9 Educational & Recreational Supplies	1,200	
Schedule D-16 Supplies Not otherwise Coded	500	
Schedule F-4 Transportation of Pupils	5,000	
Schedule F-13 Audio Visual	300	$21,050

Said sum of $21,050.00 to be provided by transfer from the following accounts:

FROM:

Schedule A-1 Permanent Employees	$15,000	
Schedule B-44 Travel Outside State	400	
Schedule F-1 Teachers' Examinations	200	
Schedule F-17 School TV Fees	300	
Schedule F-27 Needs	100	
Schedule G-7 Furniture & Fittings	1,000	
Schedule G-10 Science Equipment	4,050	$21,050

On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted to suspend the rules for the purpose of moving reconsideration on the foregoing vote. A motion by Mr. Fitzgerald, seconded by Mr. Solomons, to reconsider the vote approving the foregoing appropriations, (hoping same would not prevail) failed of adoption.

On motion by Mr. Solomons, seconded by Mr. Olesen, it was voted to adopt the Superintendent's recommendation that Mrs. Jane K. Rockwell, teacher in the Art Department, having filed the proper forms required by the rules, be granted Maternity Leave of Absence in accordance with the rules, effective January 31, 1968 to September 1, 1969.

The Superintendent reported that Judith Mullins, teacher at the Webster School, was married to Lucien D. Gauthier on November 25, 1967 and that her name will now appear on our records as Judith Gauthier.

The Superintendent recommended that approval be granted for a work-study for a pilot group of twenty-five students from the senior classes at our high schools. This program will provide fifteen hours of employment each week during the second half of this school year, but will ensure that programming will make possible for the students chosen the earning of sufficient credits to secure a high school diploma. This is a joint venture of the NASA Electronics Research Center in Cambridge and the Cambridge School Department. As a pilot program it is of advantage to twenty-five of our students from both an economic standpoint and from a practical educational viewpoint. On motion by Mr. Olesen, seconded by Mrs. Ackermann, it was voted to adopt the Superintendent's recommendation.

On a motion offered unanimously, it was unanimously voted to express to Mrs. Barbara Ackermann and Mr. George F. Olesen, Jr., the School Committee's deep and sincere appreciation for the exemplary service they have rendered to the public schools of Cambridge as members of the Cambridge School Committee from 1962 to 1967.

Vice-Chairman Fitzgerald in the chair.

On a motion offered unanimously a rising vote of thanks was extended to Mayor Daniel J. Hayes, for his fair and impartial attitude in conducting the meetings of the School Committee as Chariman for the past two years.

Mayor Hayes in the chair.

On motion by Mr. Good, seconded by Mr. Duehay, it was voted that all regular and civil service employees of the School Department be released, if possible, at 12 noon on Friday, December 22, 1967.

The Secretary presented the certified civil service list of persons eligible to fill one position of permanent part-time junior clerk & typist and advised that the only person who had signified her willingness to accept the position was Marie G. Cyr, 45 Pemberton Street, Cambridge. On motion by Mr. Fitzgerald, seconded by Mr. Solomons, it was voted on the following roll-call that Marie G. Cyr, 45 Pemberton Street, Cambridge, be appointed as permanent part-time junior clerk & typist: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

There being no objection, the chairman ordered placed on file a communication from Mrs. Mary Brennan, widow of the late Chief of Police Daniel J. Brennan, thanking the committee for their kind expression of sympathy at the time of Chief Brennan's death on September 9, 1967.

On motion by Mr. Fitzgerald, seconded by Mr. Olesen, it was voted to place on the table a communication from the Cambridge Teachers Association advising the committee that at a special meeting of their board of directors it was voted that "The CTA respectfully requests of the Cambridge School Committee that any motions made in that body which could result in public discussion and comment on the professional capabilities of any staff member, first be made in executive session and be made public only after whatever investigation deemed necessary be completed in order to fully substantiate any such accusations."

On motion by Mr. Duehay, seconded by Mr. Solomons, it was voted to place on file a communication from the Cambridge Council of Parent Teacher Associations expressing their objections to double sessions at the Webster School during the time the Houghton School is being built.

There being no objection, the chairman ordered referred to the 1968 budget a communication from the City Manager and City Council relative to snow removal of snow and ice around public buildings during the coming winter.

The Business Manager presented bids for furnishing milk to the various public schools and recommended that H. P. Hood & Sons, Boston, Mass., being the lowest responsible bidder to have met specifications, be awarded a contract for furnishing half-pints of milk at .059, quarts at .22 and half gallons at .43. On motion by Mrs. Ackermann, seconded by Mr. Olesen, it was voted on the following roll-call to adopt the Business Manager's recommendation: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

The Business Manager presented bids for furnishing ice milk bars for the school cafeterias and recommended that H. P. Hood & Sons, Boston, Mass., being the lowest responsible bidder to have met specifications, be awarded a contract for furnishing ice milk bars at a price of .385 per dozen. On motion by Mr. Olesen, seconded by Mrs. Ackermann, it was voted on the following roll-call to adopt the Business Manager's recommendation: Mrs. Ackermann, Mr. Duehay, Mr. Fitzgerald, Mr. Good, Mr. Olesen, Mr. Solomons and Mayor Hayes voting "Yea".

On motion by Mr. Solomons, seconded by Mr. Duehay, it was voted to adjourn;

ADJOURNED.

EDWARD J. O'CONNELL
Secretary of the School Committee

SCHOOL COMMITTEE
(OFFICIAL REPORT)

SPECIAL MEETING:

Wednesday, December 27, 1967

Called by vote of the School Committee for the purpose of considering and acting on the proposed contract with custodians and matrons; the 1968 budget; and any other matter which may properly come before the committee.

Members present: Mr. Duehay, Mr. Good, Mr. Olesen, Mr. Solomons and Vice-Chairman Fitzgerald.

Vice-Chairman Fitzgerald in the chair.

It was unanimously agreed that the Assistant Superintendents, Mr. Conley and Mr. Hockman would prepare a draft, with relation to this proposed contract and transmit it to the School Committee on January 19 and that special meeting be called to consider the proposed contract by the School Committee on January 24, 1968 prior to negotiations scheduled with the custodians on January 31, 1968.

It was unanimously agreed that the following be appointed negotiators for the School Committee for collective bargaining with the School Department Local AFSCME:

Daniel J. Clinton
Francis H. Duehay
James F. Fitzgerald
John A. P. Good
Gustave M. Solomons
David A. Wylie
John M. Tobin, Supt. of Schools
Edward A. Conley, Asst. Supt.
David Hockman, Asst. Supt.
William J. Fitzgerald, Chief Custodian
Walter J. Sullivan, Mayor & Chairman

It was unanimously voted to hold a special meeting with the negotiator for the School Department Local AFSCME on January 31, 1968 at 7:30 p.m. in the School Committee offices.

The committee made a preliminary review of the proposed budget for 1968, and it was unanimously agreed that the Assistant Superintendents are to consider salary increases for civil service personnel other than custodians and matrons.

It was voted that a contract for furnishing office furniture and equipment for the business office and the school committee offices be awarded to the lowest responsible bidder having met specifications, Offices Unlimited, Inc., Lowell, Mass., at a total cost of $27,100.10 in accordance with sealed proposals received December 12, 1967.

It was unanimously voted that in addition to sums previously appropriated, the sum of $30,000.00 be appropriated to Schedule G-9 Office Equipment, said sum to be provided by transfer from Schedule A-1 Permanent Employees.

It was voted that all civil service employees be excused at 12 noon on Friday, December 29, 1967 if it is feasible in the opinion of the Superintendent and Chief Custodian.

It was voted to adjourn;

ADJOURNED

EDWARD J. O'CONNELL
Secretary of the School Committee